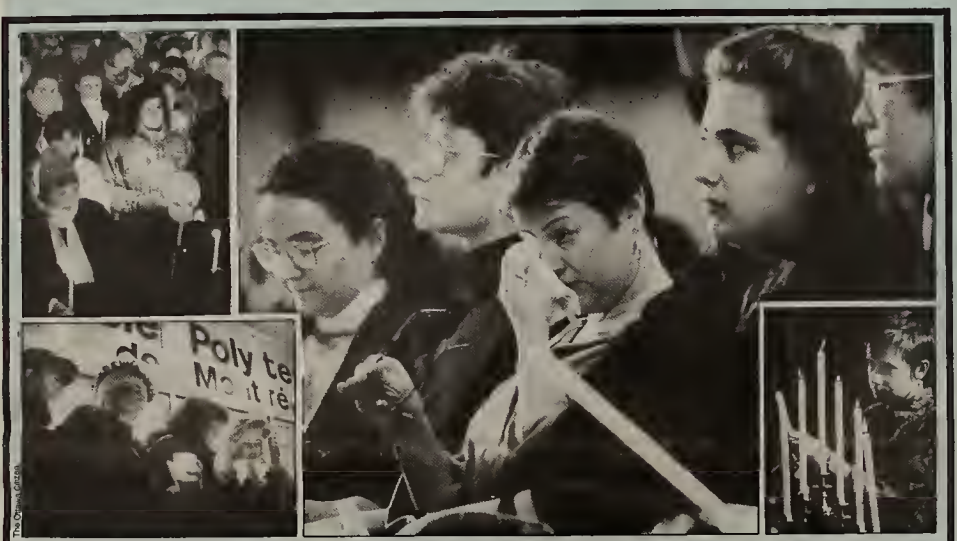
CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

BULLETIN

caut acpu

DECEMBER/DÉCEMBRE 1990 VOL. 37, No. 10



"In Memoriam, December 6, 1989" / «Rappellons-nous, le 6 décembre 1989»

"Surely it would be better to learn from the tragedy at l'Ecole Polytechnique and to memorialize those events by a plan to increase our knowledge in ways that may help to prevent violence in the future. It cannot be that Canadians through their federal government are unable to afford to take such an initiative — rather the question is how can they afford not to." Message from CAUT President, Robert Kerr. *see page 3*

«Il vaudrait certes beaucoup mieux tirer une leçon de la tragédie de l'École Polytechnique et commémorer les évènements en enrichissant nos connaissances sur les moyens d'aider, peut-être, à prévenir la violence à l'avenir. Ce n'est pas que les Canadiens ne peuvent se permettre de prendre une telle initiative par l'intermédiaire du gouvernement. La question est plutôt de savoir comment ils peuvent ne pas se le permettre.» Mot du président de l'ACPU, Robert Kerr. *voir à la page 3*

The Federal Government is considering the option of reviving the Wright Commission on education in Canada – derailed by Meech Lake last summer – as a "separate federal initiative". Secretary of State, the Hon. Gerry Weiner in conversation with CAUT. *see page 7*

■ ■ ■

" It would be nice if we started to look at education as an investment in this country rather than a drain on the economy. Are we going to have people trained and skilled to move into the 21st century? I believe it is achievable and that there is an economic payoff." NDP Leader Audrey McLaughlin in conversation with CAUT.

«Cela serait bien si, dans ce pays, nous commencions à considérer l'éducation comme un placement plutôt que comme une saignée de l'économie. Allons nous avoir la main-d'oeuvre qualifiée et instruite dont nous aurons besoin pour franchir le 21e siècle? Je pense que c'est possible et rentable économiquement.» Entretien avec Mme Audrey McLaughlin, chef du NPD. *see page 10 / voir à la page 11*

. . . ■ ■ ■

On the question of university funding, the Liberal Party favours the pursuit of a better vehicle than the present EPF structure; but on no account should the federal government back out of the postsecondary education field. The Hon. Jean Chrétien in conversation with CAUT. *see page 12*

■ ■ ■

Women are enrolling in engineering classes in record numbers in universities across the country. *see page 4*

Preparing for the 1990s

CAUT's Sixth Lobbying Conference, Ottawa January 31 - February 3, 1991. See page 26 for registration details!

La sixième conférence annuelle sur le lobbying de l'ACPU, Ottawa du 31 janvier au 3 février 1991. Voir à la page 27 pour les détails de l'inscription.

INSIDE STORIES

One Year Later... 1

Looking Back –
Looking Ahead 2

What Have We Learned? 3

Employment Equity 5

The Tory Record, Part II

CAUT in Conversation with:
Hon. Gerry Weiner,
Secretary of State 7

Audrey McLaughlin, Leader of the New Democratic Party 10

Hon. Jean Chrétien,
Leader of the Liberal Party 12

CSIS on Campus:
Security or Intrusion? 13

Research and Development in the Mulroney Era 14

Mulroney and
Access to Information 19

From the Hill: Question Period in the House 23

Lobbyists Notebook 29

and more ....

CAUT BULLETIN
ISSN 0007-7887
Editor: Ellen Henderson
Editorial Assistant: Stella Cosentino
Advertising and Circulation: Liza Duhaime

Published by the Canadian Association of University Teachers, 294 Albert Street, Suite 308, Ottawa, Ontario K1P 6E6 (613) 237-6885

Executive Director: Donald C. Savage

Copyright: The Canadian Association of University Teachers. Articles may not be reprinted without permission from the author and the CAUT Bulletin.

Readers are invited to submit articles to the editor who cannot accept responsibility for items which are damaged or lost in the mail.

All signed articles express the view of the author.

CAUT Guidelines and Policy Statements are labelled as such. Average total distribution: 32,000. The CAUT Bulletin is published 10 times during the academic year: the first of each month, September through June.

Closing dates for receipt of advertising: 13 working days prior to publication date. No cancellations will be accepted after closing date. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to those reasons.

Printers: Performance Printing, Smiths Falls, Ontario

LE BULLETIN DE L'ACPU
ISSN 0007-7887

Rédactrice en chef: Ellen Henderson
Adjointe à la rédaction: Stella Cosentino
Annonces et tirage: Liza Duhaime

Publié par l'Association canadienne des professeures et professeurs d'université, 294, rue Albert, suite 308, Ottawa, Ontario K1P 6E6 (613) 237-6885

Directeur général: Donald C. Savage

Copyright: L'Association canadienne des professeures et professeurs d'université. Il est interdit de reproduire des articles sans la permission de l'auteur et du Bulletin de l'ACPU. Les lecteurs sont invités à adresser des articles à la rédactrice, qui décline toute responsabilité à l'égard de textes qui sont endommagés ou égarés en cours de transmission par la poste. Tous les articles signés expriment les vues de l'auteur. Les énoncés de principes et les directives de l'ACPU sont présentés comme tels.

Diffusion totale moyenne: 32 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire: le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Imprimeur: Performance Printing, Smiths Falls, Ontario.

Looking Back – Looking Ahead

December 6, 1989.

This will never again be just a date on the calendar for many of us. "December 6" has become a complete thought, a series of images remembered or imagined, an angry clenching of the fists or the mind or the heart, a tremor of fear.

Fourteen students were massacred at the École Polytechnique in Montreal because they were women. This analysis of what took place in that classroom and what led up to it will be criticized and dismissed by many as simplistic. But we are desensitized to violence in our culture. Violence against women in our society and on our campuses is so pervasive that it is invisible. We dismiss the tragedy of Montreal as a senseless incident of violence by a crazy man and not related to other aspects of women's lives.

This is also a tragedy.

Both preceding and following the events of last December 6, Canadian university campuses have been sites of various forms of violence against women and other groups or individuals. As well, on many of those same campuses efforts have been undertaken to curtail the violence, recognize the problems, and begin to educate the university community on issues of violence and discrimination.

Activities that are "traditions" on university campuses are beginning to be recognized as excuses for violence or sexism or racism or homophobia and are no longer being forgiven or tolerated as simple pranks by "college kids". The press has informed us that the panty raids, engineering week activities, queer bashing in dorms, hazing rituals and certain orientation activities and cabarets have gotten out of hand. They mean more than students just having fun. Some faculties, administrations and students' unions across the country are beginning to accept that these activities are symptoms of the violence that we accept or, at least, overlook daily. It is also a tragedy that it took the extreme violence of death for us to recognize that many of these other activities are forms of condoned violence that function to keep women fearful on our campuses.

Since December 6, efforts have been made on campuses, in national research and funding organizations and in some levels of government to commemorate the 14 women students from the École Polytechnique. Numerous memorial funds were established across the country by individual universities. Money from these funds will be used in various ways, among them, scholarships, speakers funds, support for women's studies, and seminars.

Scholarships and endowments, many designated specifically for undergraduate and graduate women engineering students, have been established at École Polytechnique, the Canadian Council of Engineers, NSERC, and NRC. Strategies are being developed for the recruitment of women students and faculty members to schools of engineering at all levels.

On many campuses, particular attention is being directed by faculty associations and administrations to issues of positive (affirmative) action for women and other previously disadvantaged groups, pay equity, and sexual harassment. Except for harassment, these issues may not relate directly to violence, but they are indicative of the need to correct the systemic discrimination that functions to disadvantage women and contributes to the "chilly climate" that exists at universities.

Faculty, administrations and students are recognizing that certain behaviours and activities are harmful and controlling. Orientation took on a new look at many campuses as first year students were welcomed in positive and supporting atmospheres. Hazing and humiliation were removed from some orientations by student leaders who took special training sessions or even signed conduct contracts before they were allowed to serve as counsellors. Student information tables and seminars on drug and alcohol education, racism, date rape, sexual harassment, and AIDS have replaced ridicule and discrimination, at least on the surface.

CAUT recognizes the significance of December 6 to all Canadian universities. The Status of Women Committee commends the executive and the council for its efforts in lobbying the government for the establishment of scholarships and a federal memorial to the 14 women students slain in Montreal. The Council also supported a proposal by the National Action Committee on the Status of Women to have the federal government declare December 6 an official Day of Commemoration for these 14 women as well as all Canadian women killed or victimized by violence.

Recognizing and ending the violence on our campuses will change the atmosphere in which we all work, study, and interact. It will do more than help lessen the fear of women students, faculty and staff when they work late in the library or walk alone to their cars or dormitories. It will remove barriers that keep female and male students from equal learning opportunities and outcomes. It will help to "warm the climate" so that more women and men faculty members can openly dialogue and work together to develop and achieve the goals of each institution. We are all affected by the violence around us. Even if we feel that it doesn't touch us directly; it does touch those around us and, thus, affects the interactions of all of us in ways that we may not even recognize.

The members of the Status of Women Committee send their thoughts to the families and friends of Natalie Croteau, Barbara Daigneault, Maryse Laganière, Anne-Marie Edward, Geneviève Bergeron, Sonia Pelletier, Anne-Marie Lemay, Hélène Colgan, Annie St. Arneault, Michèle Richard, Annie Turcotte, Barbara Marie Klueznick, Maryse Leclair and Maud Haviernick.

Let none of us ever forget.

Derrière nous – Devant nous

Le 6 décembre 1989.

Pour plusieurs d'entre nous, cette date ne sera plus jamais une date ordinaire. Le 6 décembre évoque une pensée globale, une série d'images remémorées ou imaginées, un serrement furieux des poings, de l'esprit ou du coeur, un tremblement de peur.

Quatorze étudiantes ont été massacrées à l'École Polytechnique de Montréal parce qu'elles étaient des femmes. De nombreuses personnes critiqueront la présente analyse de ce qui s'est passé dans cette salle de classe et de ce qui a motivé ces actes et l'écarteront sous prétexte qu'elle est simpliste. Quoi qu'il en soit, nous sommes désensibilisés à la violence dans notre culture. La violence contre les femmes dans notre société et sur nos campus est tellement insidieuse qu'elle est invisible. Nous tenons la tragédie de Montréal pour un acte de violence insensé perpétré par un fou, un acte qui n'a rien à voir avec la réalité des femmes.

Cette conception est également une tragédie.

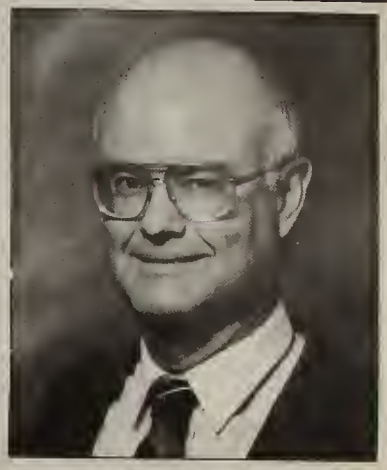
Tant avant qu'après les événements du 6 décembre dernier, les campus des universités canadiennes ont été la scène de diverses formes de violence contre les femmes et contre d'autres groupes ou personnes. En outre, sur plusieurs de ces campus, des initiatives ont été entreprises pour réduire la violence, déceler les problèmes et commencer à instruire la collectivité universitaire des dimensions de la violence et de la discrimination.

Les activités qui sont devenues des «traditions» sur les campus universitaires, commence-t-on à comprendre, servent d'excuses à la violence ou au sexisme ou au racisme ou à l'homophobie, et ne sont plus pardonnées ou tolérées sous prétexte que ce sont «juste des farces». La presse relate que les vols de sous-vêtements féminins, les activités de la semaine de la faculté de génie, les parties monstres dans les résidences, les activités d'initiation, certaines activités d'orientation et les cabarets sont devenus impossibles. Ces activités outrepassent le simple fait de s'amuser. Des membres du corps professoral, du personnel administratif, et des associations des étudiants et étudiantes dans tout le pays commencent à reconnaître que

suite à la page 6

President's Message
Le mot du président

December 6 – What have we learned?



Presdident Robert W. Kerr / Le président Robert W. Kerr

Shortly after the tragic events at l'École Polytechnique December 6, 1989, my predecessor, Pamela Smith, recommended, and the Executive Committee and CAUT Council subsequently endorsed, two proposals for national memorials to the fourteen victims. One was the establishment of national scholarships in their names.

While a number of plans do exist for the creation of scholarships or similar memorials, CAUT still believes it important that there be a truly national memorial of this nature funded by the federal government. This was a tragedy felt by all Canadians and demands no less.

It is the second proposal, however, that now particularly commands our attention – the creation of a new program for research into violence within the family and against women. There is surely no more appropriate way to respond to the significance of that horrible night.

It is unfortunate that it should take such an extreme example to make many of us recognize how little understood the phenomenon of violence is in our "civilized" society. But it would be even more unfortunate if this does not lead to a tangible new commitment of resources to learn more about this phenomenon.

It is recognized that the federal government does already fund research into family violence. The present program, however, is not enough. A new initiative as well as significant new funding is needed.

Canadians in general, and members of the academic community in particular, will be honouring the memory of the massacre victims in the days ahead. This is important, not only out of respect, but also because it is an occasion on which to reflect. Have the events of December 6, 1989 taught us anything?

Unless there comes into being a program of increased research into violence, particularly as it is manifested in the family and against women, we will have missed the lesson of those events. The memory will fade into the past. When a comparable situation occurs somewhere sometime in the future, as in all likelihood it will, there will again be mourning and regrets, but there will be no answer to the question "What might have been?".

Surely it would be better to learn from the tragedy at l'École Polytechnique and to memorialize those events by a plan to increase our knowledge in ways that may help to prevent violence in the future. It cannot be that Canadians through their federal government are unable to afford to take such an initiative – rather the question is how can they afford not to.

Le 6 décembre: Qu'en avons-nous retiré?

Peu de temps après la tragédie survenue à l'École Polytechnique le 6 décembre 1989, ma prédécesseure, Pamela Smith, a proposé deux moyens de commémorer à l'échelle nationale la mort des quatorze jeunes femmes. Le comité de direction et le Conseil de l'ACPU ont par la suite approuvé ces deux recommandations. L'une consistait à créer des bourses d'études nationales à la mémoire de chacune des victimes.

Bien qu'il existe un certain nombre de projets de création de bourses d'études ou d'initiatives commémoratives semblables, l'ACPU n'en estime pas moins important que le gouvernement fédéral finance un projet de cette nature et d'envergure nationale. Tous les Canadiens ont été touchés par cette tragédie qui mérite d'être commémorée.

Toutefois, la deuxième proposition, surtout, requiert maintenant notre attention. Il s'agit de la création d'un nouveau programme de recherche sur la violence familiale et à l'endroit des femmes. Il n'y a certainement pas de meilleur moyen pour riposter à cette nuit d'horreur.

Il est malheureux que nous devions invoquer cet exemple extrême pour que nombre d'entre nous reconnaissent combien le phénomène de la violence dans notre société dite civilisée est peu compris. Toutefois, il serait d'autant plus malheureux que cet évènement n'engage pas de nouvelles ressources concrètes pour en apprendre davantage sur le phénomène.

C'est un fait notoire que le gouvernement fédéral subventionne déjà la recherche sur la violence familiale. Le programme actuel, cependant, n'est pas suffisant. Il faut de nouvelles initiatives et de nouveaux fonds, des fonds considérables.

Dans les prochains jours, les Canadiens en général et les membres de la collectivité universitaire en particulier honoreront la mémoire des victimes du massacre. Ce geste est important non seulement pour le respect des victimes mais aussi parce qu'il prête à la réflexion. Avons-nous retiré quelque chose des évènements du 6 décembre 1989?

Les leçons à tirer nous aurons échappé à moins qu'un programme soit créé pour accroître la recherche sur la violence, en particulier la violence familiale et à l'endroit des femmes. La mémoire oubliera. Lorsque'une situation comparable se produira plus tard, car il est fort probable que cela se reproduise, il y aura d'autres pleurs et d'autres regrets mais aucune réponse à la question «Aurait-on pu prévenir?».

Il vaudrait certes beaucoup mieux tirer une leçon de la tragédie de l'École Polytechnique et commémorer les évènements en enrichissant nos connaissances sur les moyens d'aider, peut-être, à prévenir la violence à l'avenir. Ce n'est pas que les Canadiens ne peuvent se permettre de prendre une telle initiative par l'intermédiaire du gouvernement. La question est plutôt de savoir comment ils peuvent ne pas se le permettre.

Status of Women

Ontario Faculty Seek Employment Equity Legislation

Ontario's professors will urge the provincial government to develop and adopt comprehensive employment equity legislation which includes mandatory goals and timetables.

The decision to call for stringent employment equity legislation was taken after the Board of Directors of the 12,000-member Ontario Confederation of University Faculty Associations approved a policy document entitled "Employment Equity for Academics in the Designated Groups: Visible Minorities, the Disabled and Native Peoples".

The document provides a set of guidelines to be taken into account in procedures and policies for recruitment and hiring of faculty members. The document particularly stresses the need for more extensive pre-recruitment strategies to ensure that qualified candidates from the designated groups are included in the applicant pool.

"If we as educators, accept that education is a vital key to personal and community progress for all members of our society, then we must be prepared to address a series of educational and employment issues through policies and practices", said OCUFA President Bill Graham.

"For too long, certain groups have not had equal opportunities to obtain post-secondary education and as a result their chances of participating fully in society have clearly been diminished", said Graham.

"What's needed is a commitment to provide access to individuals who have up until now been systematically or deliberately denied full participation in the process of higher education."

The policy document suggests, among other things, that universities:

- encourage participation of the designated groups on Boards of Governors, Advisory Committees, and fundraising campaigns.
- invite representatives of community organizations representing designated groups to attend specific university functions, thus highlighting the university's commitment to educational equity.
- establish scholarships and fellowships specifically for members of designated groups.
- remove all physical barriers which impede the mobility impaired.
- hire and promote visible minority, disabled and native men and women into staff, faculty and administrative positions to act as role models and mentors.
- increase faculty awareness of cultural bias in teaching techniques and testing.

The document states that the employment equity procedures suggested "fall within the legal provisions of the Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms which recognize the need and allow for affirmative action programs aimed at redressing the effects of systemic discrimination".

Most Ontario universities already have employment equity initiatives underway in compliance with guidelines of the Federal Contractors' Program, but that there is no provincial employment equity legislation.

"For too long certain groups have not had equal opportunities to obtain post-education and as a result their chances of participating fully in society have clearly been diminished"

A task force was established by the previous Liberal government to examine the question of employment equity and a report was submitted, but the recommendations of that task force have not yet been made public by the government or legislation introduced.

OCUFA will be pressing for mandatory employment equity legislation by the new NDP government of Premier Bob Rae.

(with files from Western News)

Environment Sparking Women's Interest in Engineering

Women are enroling in engineering classes at the University of British Columbia in record numbers, reflecting a pattern seen at other schools across the country.

The trend is particularly evident in environmental engineering, a graduate program in the Department of Civil Engineering, where six of this year's 13 new students are female. Female enrolment is up in undergraduate engineering programs as well. Women now account for 15 per cent of first-year students, compared with about eight per cent in third and fourth years.

Enrolment is also up at the University of Montreal's École Polytechnique where, despite last year's tragic slayings of 14 women engineering students, 23 per cent of those applying to engineering this year were female. Other Canadian engineering schools are also reporting more female students.

Donald Mavinic, professor of Civil Engineering at UBC and Head of the Environmental Group is impressed by the diversity of backgrounds new students are bringing to the program, such as nursing, chemistry, biochemistry, molecular genetics and microbiology. William Oldham, Head of Civil Engineering, said this diversity has the added bonus of bringing more women into the faculty. The trend will alter perspectives within the profession – a change Oldham feels is crucial to engineering.

"It's very gratifying to see. People who come to us from other disciplines bring a new dimension to what we do", he said.

Oldham said he has noticed more interest among young women in high school science courses and that they are receiving more encouragement from teachers.

"I expect to see the trend increasing", Oldham said. "There's no way of reversing it now. The whole image of engineering is changing and I think the change is essential."

(Professor Pamela Smith, Past President of CAUT is a member of the Canadian Committee of Women in Engineering, which is currently holding public forums across the country. The intent is to give employers, educators, students and engineers a chance to present their views on the low representation of women in the profession. Through these forums and by conducting other research, the 19-member Committee wants to find out how universities and schools can better encourage women to enter engineering programs, and how employers can ensure that women engineers have the same opportunities for career advancement as their male colleagues.)

Employment Equity

We live in a society that is becoming increasingly diverse. But university faculties and, to a lesser extent, student bodies unfortunately do not yet reflect this cultural diversity. This is in part due to the length of time it takes to form adequate candidate pools for teaching jobs in universities. But it is not only that: there are also systemic factors that often hinder the progress of minorities in the university.

CAUT has recognized this in the case of women, and has developed an employment equity policy for this group, but has not yet worked out equivalent policies for the other target groups of the Canadian Charter of Rights, that is, visible minorities, the physically challenged, and native peoples — though, to be sure, various CAUT policies do touch on these groups in various ways.

■ ■ ■

There are also systemic factors that often hinder the progress of minorities in the university

■ ■ ■

There is, however, no natural place in the CAUT committee structure for these policies to be developed – neither the Academic Freedom and Tenure Committee (AF&T), nor the Status of Women Committee (SWC), nor the Collective Bargaining Co-op (CBC), nor the Librarians' Committee is responsible for this area, though the issues touch on each.

CAUT Council, at its October meeting, authorized the Executive to appoint an ad hoc committee to work on this issue.

This committee will be asked to examine relevant experience and data, particularly (1) experience at various locals in developing policies for themselves and their institutions (e.g., Dalhousie, Carleton, Toronto); (2) the policies developed by provincial associations (e.g., OCUFA); (3) the effectiveness of the Federal Contractors Programme; and (4) the experience in other jurisdictions (e.g., the U.S.).

The committee will be asked, in the light of this information and in cooperation with AF&T, SWC, CBC, and the Librarians' Committee, to develop for recommendation to CAUT Council:

(a) a policy statement on employment equity for the target groups of the Charter other than women that would address such issues as:
(i) the formation of a representative candidate pool for job openings,
(ii) initial appointment procedures that would help to increase the representation among academics of the target groups, and
(iii) appropriate career progress policies;

(b) suggested policies for increasing the representation of the target groups among the student population at all levels, so as eventually to increase proportions among the ranks of faculty and librarians;

(c) lobbying initiatives and strategies at the federal level that would aim at such things as (i) strengthening the Federal Contractors Programme, if necessary, and (ii) the establishment of a system of national standards for employment equity for all Charter target groups (including women), e.g., as part of the proposed act on Post-secondary Education that CAUT has developed.

This committee will be appointed by the CAUT Executive at its meeting in early December.

The Sarah Shorten Award: Request for Nominations

At its last October meeting on the recommendation of the CAUT Status of Women Committee, Council created the Sarah Shorten Award. The purpose of the award is to recognize the remarkable contribution made by Professor Sarah J. Shorten to the advancement of the status of women, CAUT and to the entire Canadian academic community.

Sarah Shorten

Professor Shorten served CAUT for eight years as member of Council, as Vice-President and as President for two years in 1983-85. She was the first President to be re-elected since the 1950s. During her presidency CAUT passed its statement for positive action to prmote the status of women in Canadian universities.

She also was President of OCUFA from December 7, 1979 to June 30, 1981 and President of the Faculty Association at the University of Western Ontario in 1978-79 and 1989-90.

The CAUT Status of Women Committee requests nominations for this award. Faculty Associations, Status of Women Committees or any interested party are invited to forward nominations with a description of the reasons why it should be awarded to the person and a curriculum vitae of the potential recipient.

The deadline for the first Sarah Shorten Award is February 15, 1991 but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Please forward your nominations to CAUT, c/o Mariette Blanchette, Secretary of the Status of Women Committee, 308-294 Albert Street, Ottawa, Ontario, K1P 6E6.

Blind Reviewing of Journal Articles

CAUT's Status of Women Committee will be recommending to Council at the January meeting that all academic journals should be encouraged to institute a system of "blind reviewing", in which authors' names are removed before submission for peer review. At present some, but by no means all, journals follow this policy.

The issue was discussed in some detail at the Western Regional Conference of Faculty Associations in Saskatoon, this past fall. In a paper entitled *Barriers to Equality: The Inner Walls of the Academic Fortress*, Professor Stone-Blackburn of the University of Calgary discussed how our stereotypes colour our judgments of the intellectual products of men and women and their credentials.

Citing a study by Geis, Carter and Butler, entitled *Seeing and Evaluating People*, Stone-Blackburn showed how judges in a critical reading exercise "evaluate essays attributed to male authors as superior to identicalessays bearing female authorship....These evaluators sincerely saw the contents as more important, authoritative and convincing when they believed the author was male." The accumulated evidence, she said, shows the effects of perceptual bias: "reviewers discriminate against women in evaluating work for publication — as well as for hiring, salary and promotion".

■ ■ ■

These evaluators sincerely saw the contents as more important, authoritative and convincing when they believed the author was male

■ ■ ■

A Statistical Glance at the Changing Status of Women in Ontario Universities

Prepared by the Council of Ontario Universities Committee on the Status of Women to commemorate the twentieth anniversary of the publication of the report of The Royal Commission on the status of Women, September 1990.

Enrolment	1968-69		1988-89	
	Total Number	% Women	Total Number	% Women
Undergraduate				
Full-time	81,091	34.0	178,248	51.1
Part-time	32,871	41.4	89,599	65.4
Graduate				
Full-time	11,498	17.4	22,940	40.6
Part-time	4,047	17.9	11,924	49.3

Degrees Awarded	1968-69		1988	
	Total Number	% Women	Total Number	% Women
Bachelor's & First Prof. Degrees	17,660	37.8	43,998	55.0
Master's	3,268	18.6	7,011	45.5
Doctorate	504	6.4	1,038	32.8

Selected Professional Degrees	1968-69		1988	
	Total Number	% Women	Total Number	% Women
Commerce	418	4.1	4,118	43.1
Dentistry	130	6.1	143	27.3
Engineering	1,210	0.7	2,792	10.6
Law	517	5.4	1,479	42.4
Medicine	369	16.5	706	39.9
Pharmacy	91	39.6	156	68.6
Veterinary Medicine	62	6.5	118	59.3

Scholarships	1972-73		1989-90	
	Total Number	% Women	Total Number	% Women
Undergraduate	4,517	?	13,712	53.4
Graduate (OGS)	1,318	?	1,136	47.3

Derrière nous – Devant nous *(suite de la page 2)*

ces activités sont symptomatiques de la violence que nous acceptons ou, du moins, sur laquelle nous fermons les yeux chaque jour. Il est également tragique qu'il ait fallu un meurtre, un acte de violence extrême, pour que nous comprenions que bon nombre de ces activités sont des formes de violence admises qui ont pour effet de semer la crainte chez les étudiantes.

Depuis le 6 décembre, des initiatives ont été prises sur les campus, au sein des organismes nationaux de recherche et de financement et à certains paliers de gouvernement pour commémorer les 14 étudiantes de l'École Polytechnique. Diverses universités de la province ont créé un fonds commémoratif. Ces fonds serviront à plusieurs fins, notamment à l'attribution de bourses d'études, à la rétribution de conférencières et de conférenciers, au soutien des études sur les femmes et à la tenue de séminaires.

Des fonds de bourses d'études et des fondations, dont beaucoup sont particulièrement destinés aux femmes poursuivant des études de I^er^ cycle et des études supérieures en génie, ont été établis à l'École Polytechnique, au Conseil canadien des ingénieurs, au CRSNG et au CNR. Des stratégies de recrutement d'étudiantes et de professeures dans les écoles de génie, et ce, à tous les niveaux, sont en voie d'élaboration.

Les associations de professeurs et le personnel administratif de nombreux campus s'intéressent particulièrement aux questions d'action positive concernant les femmes et d'autres groupes défavorisés, d'équité salariale et de harcèlement sexuel. Ces questions, sauf celles portant sur le harcèlement, ne se fondent peut-être pas directement sur la violence, mais elles révèlent la nécessité de remédier à la discrimination systémique qui contribue à désavantager les femmes et à créer une ambiance «froide» dans les universités.

Des membres du corps professoral, du personnel administratif et de l'effectif étudiant reconnaissent que certains comportements et activités sont nuisibles et contraignants. L'initiation a revêtu une allure nouvelle sur de nombreux campus. En effet, étudiants et étudiantes de première année ont été accueillis dans une ambiance positive et bienveillante. Après avoir suivi des séances spéciales de formation ou même signé un contrat de conduite pour faire fonction de conseillers ou de conseillères, certains membres clés de l'effectif étudiant ont supprimé les brimades et les épreuves humiliantes des séances d'initiation. Des comptoirs d'information et des séminaires sur la consommation de drogues et d'alcool, le racisme, le viol, le harcèlement sexuel et le sida ont remplacé le ridicule et la discrimination, du moins en apparence.

L'ACPU reconnaît l'importance des événements du 6 décembre pour toutes les universités canadiennes. Le Comité du statut de la femme félicite le Comité de direction et le Conseil, pour les pressions qu'ils ont exercées sur le gouvernement en vue de l'établissement d'un fonds de bourses d'études et d'un programme fédéral pour commémorer les 14 étudiantes tuées à Montréal. Le Conseil a également appuyé une proposition du Comité canadien d'action sur le statut de la femme voulant que le gouvernement fédéral déclare le 6 décembre un jour officiel de commémoration pour ces 14 femmes ainsi que pour toutes les Canadiennes tuées ou amoindries par la violence.

Lorsque nous aurons décelé et enrayé les manifestations de la violence sur nos campus, nous aurons transformé l'atmosphère dans laquelle nous travaillons, étudions et interagissons. Nous aurons diminué le sentiment de peur qu'éprouvent les étudiantes, le corps professoral et les autres membres du personnel lorsqu'ils travaillent tard le soir à la bibliothèque ou se rendent seuls à leur auto ou à leur domicile. Et en outre, nous aurons éliminé les obstacles à l'égalité des chances en matière d'études et des résultats tant pour les femmes que pour les hommes. Une ambiance plus chaleureuse incitera davantage d'hommes et de femmes membres du corps professoral à communiquer franchement et à collaborer à la fixation et à la réalisation des objectifs de chaque établissement. La violence qui nous entoure nous affecte tous. Même si nous avons l'impression qu'elle ne nous touche pas directement, la violence atteint les personnes qui nous entourent et, par conséquent, influe sur toutes nos interactions de différentes façons, peut-être même insoupçonnées.

Les pensées des membres du Comité du statut de la femme accompagnent les familles et les condisciples de Natalie Croteau, Barbara Daigneault, Maryse Laganière, Anne-Marie Edward, Geneviève Bergeron, Sonia Pelletier, Anne-Marie Lemay, Hélène Colgan, Annie St. Arneault, Michèle Richard, Annie Turcotte, Barbara Marie Klueznick, Maryse Leclair et Maud Haviernick.

Puissions-nous ne jamais oublier...

The Tory Record Part II

The October Bulletin dealt with Part I of CAUT's views of the Tory Record on issues including Aboriginal Students, the Status of Women, the National Library and National Archives, funding for the Canada Council, Copyright legislation and Censorship and Academic freedom.

Le numéro d'octobre constituait la Première partie du point de vue de l'ACPU sur le bilan des Conservateurs relativement aux étudiants autochtones, à la condition des femmes, à la Bibliothèque nationale et aux Archives nationales, au financement du Conseil des arts, à la loi sur le droit d'auteur, à la censure et à la liberté universitaire.

CAUT In Conversation with Gerry Weiner

CAUT: For the last generation, Canadian universities have put a lot of emphasis on accessibility, essentially saying that any qualified student wishing to have a university education should be able to do so. Do you feel that that kind of approach should continue or should there be modifications?

WEINER: I would like to take you back to the speech the Prime Minister made about a year and a half ago in Ottawa where he indicated the need for a total examination of the human resource network. In fairness, he asked that a complete examination be made of not only primary, secondary and post-secondary education, but all aspects of training and development. The process was moving along rather well with his representative, Doug Wright, the President of the University of Waterloo. Frankly, they were coming very close to what would have been the country's first real opportunity to examine this critical issue for the nation. But then we got off the track with the Meech Lake Accord debate.

That doesn't mean that the federal government is not very concerned about the whole process of keeping us competitive and up to scratch. It is now under very careful review by Cabinet and, hopefully, we will be able to make some announcements at the appropriate time. Something must take place. I've got concerns that 30 percent of our high school students are drop-outs; that 20 percent of Canadians are functional illiterates; that nearly 50 per cent of high school graduates do not go on to a post-secondary education.

CAUT: Does your answer suggest that the projected commission that Doug Wright was trying to set up is now not going to take place?

WEINER: No. There was an opportunity to do it in collaboration with the provinces through the Council of Ministers of Education. Of course, we now know that, with the current mood, there are not too many federal-provincial initiatives proceeding.

We are still pursuing that option as well as examining others that may become available. A review of those options is now taking place and I am participating in that process.

■ ■ ■

Certainly there always was the option of a separate federal initiative, but the preference was the federal-provincial cooperative initiative with joint terms of reference.

■ ■ ■

CAUT: Can you give us some idea of what those options might be?

WEINER: Certainly there always was the option of a separate federal initiative, but the preference was the federal-provincial cooperative initiative with joint terms of reference. I guess the other opportunity is for us to be able to examine collectively, within our own government, all of the programming we have been providing for human resource development. There may be other creative ways that will grow out of our current discussions. It's still premature to comment.

CAUT: In late October, you announced the appointment of Dr. Gail Cook-Bennett to review the way in which the financial needs of post-secondary students are assessed under the Canada Student Loan Program. What problems do you see this study pursuing?

The hon. Gerry Weiner, Secretary of State and Minister of State (Multiculturalism and Citizenship)

WEINER: We call it a "needs assessment review". It's obvious that this has been a very useful program which has been in place for some 25 years. It has put forward some $6 billion worth of loans during that period and helped over two million students – about 200,000 a year or a third of all post-secondary students. So we've got that down pat. However, there is still some feeling that we could be more helpful. I am not sure whether we can or not.

There was a need for a review so we're doing a number of things. There were some difficulties in terms of the diligence that the financial institutions exerted in collecting those loans. It's easy when there's a payment missed to just turn it back to the government and say "pay up". But we now have some $700 million owed to the federal government – not that it is written off, but that we then have to go after in our own way, be that with our own resources or through collection agencies or lawyers. So we thought there was a need to tighten it.

We were looking at contracting out some of the administrative services, which Mr. de Cotret announced last December. We're doing a very thorough internal review at the same time we have this external review.

Anything that runs the government some 400 million odd dollars a year and has some $2.8 billion in the revolving account is bound to be looked at under the microscope.

CAUT: Are you looking at this as a simple administrative matter or are you also looking at whether it reaches all the students who might need this financial support?

WEINER: I have heard through the Canadian Federation of Students and through others that there are still many, in terms of some of our target groups, who haven't had access to the program.

I think there is a need for us to find out if we can deliver it in a better way – in a way that reaches those that really need it. That's what this whole process is all about.

CAUT: Might this also address whether we can create a more effective program for part-time students?

WEINER: Well, everything is fair game. We have limited resources. We know that in almost all cases the money is well used. There has been pressure for even more dramatic increases in loans.

It has gone up significantly but there are still some who say that that's not enough. So I think what we have said is that everything is on the table and we're prepared to examine anything that lets us deliver the program in a more efficient manner.

If that means we will have more money because less is written off, or if it means that we can tighten up some of the criteria so we can deliver it to some of the individuals in our target areas, I am interested in all those ideas.

CAUT: Is the possibility of new money ruled out?

WEINER: I think it becomes a part of the over all review of the system. What we have said is, let's examine the birth to death experience of education, not just the little red school house. And at the end of the day, let's decide together how much the taxpayer can pay. I am not certain that the contribution paid by the individual student is sufficient.

CAUT: Is she (Cook-Bennett) going to touch at all on the issue of native students? ➤

WEINER: Not specifically, but I will be having a conversation with her and she'll have to have a very active interest in certain directions that I would like to take the program. Others know how I fight for equality and how I combat inequality wherever I find it. If, on the basis of what she has done, it can be shown that some are facing difficulties, we would like to find out how we can either restore equality or ensure an additional program for that. But I don't want to lay out any false hope because what we are doing is carefully examining a very important program.

CAUT: Given your positions on accessibility and equality how can you justify the three percent tax on student loans?

WEINER: The three percent should be seen as an administrative fee that helps us defray the high costs of collecting the loans. Normally, when a banker calls you go running to him with money. But in this scenario, the banker never calls. There is nobody knocking on your door. All you've got is a note and if you don't answer the note because you are away at school or we don't know where you are, a letter is delivered to the office of the Secretary of State. So, we put on three per cent which adds about $80 a year, an amount which is repaid at the end.

CAUT: It is regressive though, isn't it, with the poor paying the same as the rich?

WEINER: That's a good point. Good point. But my basic thought is that access to university should not be determined by financial considerations. The question is, is the individual or the family making enough of a contribution?

When I look at Quebec where there wasn't a fee increase for 20 years, with $500 for medicine and law and the post-graduate faculties, and I look at the percentage contributions of the students and their families in terms of the whole educational package vis-a-vis most other countries ...

I guess you want me to be more sympathetic but I have an over all obligation to other Canadians who are facing unemployment, high interest rates, a recession, and other Canadians who want a more general sharing.

CAUT: The government has done a pretty good job over the past six years of selling the importance of science and engineering to Canadians; that there should be investment in scientific research; that kids should seriously consider scientific careers. Does the government have the same commitment to the social sciences?

WEINER: You're preaching to the converted. As somebody who has been an advocate within government, I can tell you we don't need a lobby to create awareness. We have been fighting every day since we got here. We know that the funding has been delivered in many important ways in this area. The figure is almost 50 percent more than what it was in 1983-84. We have also made some gains in the over all distribution of the package. That's a very important part of our commitment and we will continue to do so. There are discussions occurring to ensure that everyone understands the value of the social sciences.

■ ■ ■

I think when we don't all pull together as a community, it's serious for all of our institutions.

■ ■ ■

CAUT: The crucial matter that is being discussed at the moment is what's going to happen to the matching grants for the Social Sciences Research Council. Mr. Winegard said in the House that those grants would not disappear, but the community wants to know whether they are going to just continue or be increased.

WEINER: No decisions have yet been made. Dr. Winegard is spearheading the initiative. Certainly, it would be inappropriate for me to comment. I imagine we know what he would rather have happen but now it's a case of the government deciding.

CAUT: Would you anticipate that by the next budget this will be resolved?

WEINER: One can always be hopeful. I have no indication this will be the case.

CAUT: The social sciences have considered their treatment with regard to tax credits for research to be unfair, as compared with scientific research. Is there any possibility that the government might take another look at that?

WEINER: We raised the issue with the Minister of Finance. I guess the recollection of the boondoggle of the early 1980s with scientific research tax credits – the millions of dollars that fell through the cracks – still lingers. I did raise it with him but it is ultimately a matter for the Minister of Finance.

CAUT: Would it be useful or a waste of time for the social sciences community to add to the suggestion with ways and means to prevent it from becoming such a problem, or is it a dead issue?

WEINER: I don't think it's a dead issue at all. It's under review. But I know there is some resistance for valid reasons. Once bitten, twice shy.

CAUT: Looking back over the track record of this government during the past six years, what would you point to as the most significant thing you or your predecessors have done?

WEINER: Well, I think the latest initiative that was announced is probably the most vital one – the unity issue – which has seen the country deeply divided and hurt, badly misunderstood from coast to coast. It's not just in terms of language, but the perceived regional unfairness, native and non-native issues. I think when we don't all pull together as a community, it's serious for all of our institutions. I think if we can't find a way of renewing that consensus we will all shake from the foundations. I look at today as a period of great opportunity.

CAUT: Do you see a role for the university community in all of this?

WEINER: There's a role for all of us. The university community is going to be particularly moved, I believe, to participate actively in the process. It has the expertise in helping people come together and in giving definition to concepts, to the process. I think we have to explore the opportunity to come together, to strengthen ourselves.

And the academics must always play the role of providing us with hard copy – actually laying down useful information on demographics, etc. We talk about having changed. But have we? What do we really look like? Are we looking in today's mirror with yesterday's image? Well, that's your role, your responsibility. I challenge you. We're in this thing together.

Entretien avec Gerry Weiner

ACPU: Pendant la dernière génération, les universités canadiennes ont beaucoup insisté sur l'accessibilité. Elles soutenaient que tous les étudiants souhaitant poursuivre des études universitaires devraient pouvoir le faire. Pensez-vous que l'on devrait maintenir cette conception ou faudrait-il la modifier?

WEINER: J'aimerais vous rappeler l'allocution que le premier ministre a prononcée à Ottawa il y a un an et demi environ. Il y soulignait le besoin d'examiner au complet le réseau des ressources humaines. En toute justice, il a demandé un examen complet de tous les aspects de la formation et du perfectionnement et pas seulement de l'enseignement élémentaire, secondaire et postsecondaire. L'examen se déroulait plutôt bien sous la direction de Doug Wright, le recteur de l'Université Waterloo. Je vous dis franchement que le pays est venu bien près d'avoir une véritable occasion, pour la première fois, de voir cette question primordiale faire l'objet d'un examen. Puis le débat sur l'Accord du lac Meech a brouillé les cartes.

Cela ne signifie pas que le gouvernement fédéral ne s'intéresse pas beaucoup à tout ce qui nous permet d'être concurrentiel et à la fine pointe de la technologie. À l'heure actuelle, le Cabinet se penche attentivement là-dessus et il est à espérer qu'il pourra annoncer quelque chose au moment opportun. Mais il faut faire quelque chose. Je m'inquiète des 30 pour cent de nos étudiants du secondaire qui décrochent, des 20 pour cent qui sont des analphabètes fonctionnels, du fait que 50 pour cent de la population n'a jamais fait d'études postsecondaires.

ACPU: Est-ce que votre réponse suppose que le projet de commission que Doug Wright essayait de réaliser ne verra pas le jour?

WEINER: Non. L'occasion s'est présentée de le faire en collaboration avec les provinces par l'intermédiaire du Conseil des ministres de l'Éducation. Nous savons, bien entendu, que le climat actuel ne suscite pas beaucoup d'initiatives entre le fédéral et les provinces.

Nous n'avons pas abandonné cette idée et nous continuons d'étudier d'autres options possibles. Nous effectuons actuellement une revue de ces options à laquelle je participe.

ACPU: Pouvez-vous nous donner une idée de ces options?

WEINER: Chose certaine, il y a toujours eu l'option d'une initiative distincte du fédéral. Toutefois, on a préféré l'initiative de collaboration entre le fédéral et les provinces avec un mandat commun. Je suppose que l'autre solution consiste, pour nous, à pouvoir examiner collectivement, au sein de notre propre gouvernement, tous les programmes que nous avons offerts en matière de perfectionnement des ressources humaines. D'autres propositions créatrices émaneront peut-être de nos discussions actuelles. Il est encore trop tôt pour faire des commentaires.

ACPU: Vous avez annoncé, à la fin d'octobre, la nomination de Mme Gail Cook-Bennet pour examiner comment on évalue les besoins financiers des étudiants du niveau post-secondaire en vertu du Programme canadien de prêts aux étudiants. Quels sont, selon vous, les problèmes que cette étude veut examiner?

WEINER: Nous appellons ce processus un «examen de l'évaluation des besoins». Il n'y a aucun doute que ce programme, en vigueur depuis plus de vingt-cinq ans, a été très utile. Il a représenté environ 6 milliards de dollars en prêts aux étudiants pendant cette période et plus de deux millions d'étudiants en ont profité, soit environ 200 000 par année ou le tiers de tous les étudiants du postsecondaire. Nous avons donc fait notre part. Cependant, certains croient ➤

nous pourrions être plus utiles. Je ne suis pas certain si nous en sommes capables ou pas.

Un examen était nécessaire. Nous prenons donc certaines mesures. La diligence qu'exercent les institutions financières pour recouvrer les prêts a posé certaines difficultés. Il est très facile, pour elles, de se tourner vers le gouvernement et lui demander de payer un remboursement qui n'a pas été fait. Cependant, ont doit actuellement quelque 700 millions de dollars au gouvernement. Ce n'est pas que nous avons fait une croix dessus, mais plutôt que nous devons les récupérer par nos propres moyens, que ce soit avec nos ressources ou par l'intermédiaire d'avocats et d'organismes de recouvrement. Nous avons donc estimé qu'il fallait resserrer le programme.

Nous cherchons à confier à contrat certains services administratifs, ce que M. de Cotret a annoncé en décembre dernier. Nous sommes en train d'effectuer un examen interne minutieux en même temps que cet examen externe.

Tout programme qui puise dans le trésor du gouvernement quelque 400 millions de dollars chaque année et qui connaît un roulement de 2,8 milliards de dollars doit être scruté à la loupe.

■ ■ ■

...en tant que collectivité, si nous ne nous unissons pas c'est grave pour toutes nos institutions

■ ■ ■

ACPU: Est-ce que vous vous penchez là-dessus à titre de simple question administrative ou bien est-ce que vous cherchez à savoir si le programme atteint tous les étudiants qui pourraient avoir besoin de cette aide financière?

WEINER: J'ai appris par l'entremise de la Fédération canadienne des étudiants et par d'autres, qu'il y a encore beaucoup d'étudiants, et je songe à certains de nos groupes cibles, qui n'ont jamais pu profiter du programme.

Je pense qu'il nous faut établir si nous pouvons mieux livrer la marchandise de façon à atteindre ceux qui en ont vraiment besoin. Voilà à quoi sert toute cette démarche.

ACPU: Est-ce que la question de savoir si nous pouvons créer un programme plus efficace pour les étudiants à temps partiel pourrait aussi être abordée?

WEINER: Hé bien, rien n'est exclu. Nous avons des ressources limitées. Nous savons que, dans la plupart des cas, l'argent sert aux bonnes fins. Des pressions ont été exercées pour que l'on augmente radicalement les prêts.

Nous les avons augmentés considérablement mais il y en a toujours qui disent que ce n'est pas suffisant. Je pense donc que nous avons dit que toutes les cartes étaient sur la table et que nous sommes prêts à étudier toutes les solutions qui nous permettront de rendre le programme plus efficace.

Si cela signifie que nous aurons plus d'argent parce que nous en avons récupéré plus ou si cela signifie que nous pouvons resserrer certains des critères pour pouvoir offrir le programme à certains de nos groupes cibles, toutes ces idées alors m'intéressent.

ACPU: A-t-on écarté la possibilité de nouveaux crédits?

WEINER: Je pense que cela s'intègre à l'ensemble de l'examen du système. Nous avons dit «examinons de fond en comble le secteur de l'éducation et pas seulement le symbole de la petite école rouge». Au bout du compte, décidons ensemble combien le contribuable peut payer. La part payée par les étudiants ne m'impressionne pas toujours, je dois l'avouer.

ACPU: Est-ce que Mme Cook-Bennet va aborder la question des étudiants autochtones?

WEINER: Pas précisément. Cependant, je vais avoir un entretien avec elle et elle devra s'intéresser à certaines orientations que je voudrais que prenne le programme. On sait jusqu'à quel point je me bats pour l'équité et je lutte contre l'inégalité partout où je la trouve. Si, en fonction de ce qu'elle a fait, on peut prouver que certains éprouvent des difficultés, nous aimerions savoir comment nous pouvons rétablir l'égalité ou garantir un programme supplémentaire à cet effet. Mais je ne veux pas semer de faux espoirs parce que nous sommes en train de revoir attentivement un programme très important.

ACPU: Étant donné vos positions sur l'accessibilité et l'équité, comment pouvez-vous justifier la taxe de trois pour cent sur les prêts aux étudiants?

WEINER: On pourrait considérer cette taxe de trois pour cent comme des frais administratifs qui nous aident à éponger les coûts astronomiques du recouvrement des prêts. D'ordinaire, lorsqu'un banquier vous appelle, vous vous précipitez pour lui remettre l'argent réclamé. Toutefois, dans le cas qui nous préoccupe, le banquier n'appelle jamais les étudiants. Aucune lettre n'est envoyée et personne ne frappe à leur porte. Tout ce qu'ils reçoivent c'est une note. S'ils n'y répondent pas parce qu'ils sont à leurs cours ou parce que nous ne savons pas où ils sont, une lettre est envoyée au secrétariat d'État. Nous ajoutons donc une taxe de trois pour cent qui s'élève à environ 80 $ par année, puis elle est remboursée à la fin.

ACPU: N'est-ce pas une mesure régressive, les pauvres payant la même chose que les riches?

WEINER: Vous avez tout à fait raison. Oui, vous avez raison. Toutefois, mon argument fondamental est que des considérations financières ne prédéterminent pas l'entrée à l'université. La question est de savoir si la contribution de l'étudiant ou de la famille est suffisante.

Quand je constate qu'au Québec, les frais de scolarité n'ont pas augmenté pendant vingt ans, que ça ne coûtait que 500 $ pour entrer à la faculté de médecine ou de droit ou même aux études supérieures, et que j'examine la proportion des contributions des étudiants et de leur famille pour les études en général par rapport à la plupart d'autres pays...

Je suppose que vous voudriez que je manifeste plus de sympathie. J'ai toutefois une obligation générale envers une autre circonscription qui fait face au chômage, à des taux d'intérêt élevés, à une récession et qui voudrait un partage plus général.

ACPU: Le gouvernement a fait du très bon travail au cours des six dernières années pour convaincre les Canadiens de l'importance des sciences et du génie, qu'il faudrait investir dans la recherche scientifique et que les jeunes devraient sérieusement envisager une carrière scientifique. Est-ce que l'engagement du gouvernement est le même pour les sciences sociales?

WEINER: Vous prêchez à un converti. En tant que défenseur au sein du gouvernement, je puis vous affirmer que nous n'avons pas besoin de lobby pour créer une sensibilisation. Depuis que nous sommes au pouvoir, nous nous battons tous les jours. Nous savons que ce secteur a reçu des crédits sous de nombreuses formes importantes. Les montants ont presque doublé depuis 1983-1984. Nous avons aussi marqué quelques points dans la répartition générale du programme. C'est une part très importante de notre engagement et nous continuerons à faire de même. Des discussions sont en cours pour s'assurer que tout le monde comprenne la valeur des sciences sociales.

ACPU: La question cruciale de l'heure est de connaître le sort des subventions de contrepartie pour le Conseil de recherche en sciences sociales. M. Winegard a déclaré en Chambre que ces subventions ne disparaîtraient pas. La collectivité, cependant, veut savoir si elles seront maintenues ou si elles seront accrues.

WEINER: Aucune décision n'a encore été prise. M. Winegard est l'instigateur de l'initiative. Il serait certainement inopportun pour moi de faire des commentaires. Je suppose que nous savons ce qu'il préférerait mais c'est au gouvernement de décider.

ACPU: Prévoyez-vous que la question sera résolue d'ici le prochain budget?

WEINER: On peut toujours espérer. Rien ne me dit que ce sera le cas.

ACPU: Dans le milieu des sciences sociales, on estime que l'on est traité injustement en ce qui concerne les crédits fiscaux à la recherche par rapport à la recherche scientifique. Est-il possible que le gouvernement examine la question à nouveau?

WEINER: Nous avons soulevé la question avec le ministre des Finances. Je suppose que le souvenir du projet inutile des crédits fiscaux à la recherche scientifique, les millions de dollars envolés en fumée, au début des années 1980, persiste. J'ai effectivement soulevé la question avec lui, mais c'est lui qui prend la décision ultime.

ACPU: Serait-il utile ou serait-il une perte de temps pour la collectivité des sciences sociales d'ajouter à la suggestion des moyens d'empêcher une tournure semblable, ou est-ce sans espoir?

WEINER: Je ne pense pas que cela soit sans espoir. C'est à l'étude. Je sais cependant que l'on résiste pour des raisons valables. Chat échaudé craint l'eau froide.

ACPU: Si l'on fait un bilan de votre gouvernement depuis les six dernières années, quelle est la réalisation la plus importante que vous avez faite ou que vos prédécesseurs ont faite?

WEINER: Hé bien, je crois que la toute dernière initiative annoncée est probablement la plus cruciale, la question de l'unité, qui a vu le pays profondément divisé et blessé, mal compris d'un océan à l'autre. Ce n'est pas qu'une question de langue, mais c'est aussi le fait que l'on s'aperçoit qu'il existe des disparités régionales; il y a aussi les questions autochtones et non autochtones... J'estime que, en tant que collectivité, si nous ne nous unissons pas, c'est grave pour toutes nos institutions. Je pense que si nous ne pouvons pas trouver un moyen de renouveler ce consensus, nous allons être secoués jusqu'à la racine des cheveux. Je considère que la période actuelle nous offre de grandes occasions.

ACPU: Est-ce que vous trouvez que la collectivité universitaire a un rôle à jouer dans tout ça?

WEINER: Chacun de nous a un rôle à jouer. La collectivité universitaire en particulier va bouger je crois, pour participer activement au processus. Elle a les compétences pour aider les gens à s'unir et à définir les concepts, le processus. Je pense que nous devons examiner les chances de s'unir, de renforcer nos liens.

En outre, il doit toujours revenir aux universitaires de nous présenter les faits bruts, de nous fournir des renseignements utiles sur la démographie, etc. Nous parlons de changement. Avons-nous changé? À quoi ressemblons-nous réellement? Est-ce que nous nous regardons dans la glace d'aujourd'hui avec les yeux d'hier? Hé bien, voilà votre rôle, votre responsabilité. Je vous lance le défi. Nous sommes tous sur le même bateau.

CAUT in Conversation with Audrey McLaughlin

Audrey McLaughlin,
New Democratic Party Leader

CAUT: What is your impression of the Tory record in relation to issues affecting the university community and research?

A.M. I believe the cut backs to post-secondary education have had really serious affects. I believe it will come back to haunt us. All of the indices about the future of Canada in terms of trade, in terms of the economy, where we'll be in terms of a need for skilled and semi-skilled workers, facing automation — all point to the need for a skilled, highly trained workforce. And I think a workforce that is, in many ways, more generalist in nature. So I find the cut-backs in education to be of a very short-term gain.

I talk to a lot of students who are extremely concerned about it. What I fear is that we will revert to a system that will be for the privileged, that will reinforce the status quo. I think that a post-secondary education should be available to all those who have the ability.

In terms of research, I have concerns about cut-backs but I have real concerns about research being driven by private interests as opposed to public interests. I see nothing wrong should corporations wish to do their civic duty and contribute to university research but it should be matched by the system.

What's happening is that research is being driven by private interests, which may be legitimate, but I don't think that should necessarily be the public interest. If our universities aren't doing that research who's going to do it?

CAUT: One of the areas in which there has been a freeze on funding is in the EPF — the transfer payments to the provinces. We know that the NDP opposes those cuts. Have you a better way to handle those large sums of money in transfer payments?

.M. Certainly one way is to ensure that the money shared with the provinces is used for the purpose it was intended. EPF funding is for education, not other projects. As you know, we have for a number of years proposed amendments to various pieces of legislation to attempt to ensure that the funds that are shared actually go into education.

The problem, of course; is the decreased funding. But if that 50 percent or 40 percent, or less than 40 percent I guess it is now, isn't going to that purpose, that has to change.

CAUT: Our Governing Council met last month and decided to have an in-depth look at the whole structure of federal grants for universities. Would the NDP be interested in working with us on that project?

A.M. I think it would be very interesting, an excellent idea. But, I think the first thing is, what principles are you going to be looking at? You can have a committee to restructure but restructured toward what goal? I'll give you what my fundamental goals would be: in the best of all worlds there is no post-secondary tuition. Is that a principle toward which this group would work?

I guess our interest is to work with anyone but we would like to work within the framework of what the principles would be, in the interests of ensuring that post-secondary education does not become a class issue but an issue of ability. Another principle for me is that universities should be run in the public interest and not for special interest groups.

■ ■ ■

...universities should be run in the public interest and not special interest group

■ ■ ■

CAUT: There are quite a number of universities which are affected by the Federal Contractor's Program. Our members would be interested to know what you think about that.

A.M. Well, I am of course a strong advocate of equal pay for work of equal value and gender equity. It's reinforced to me more and more. I do realize that it takes time to work with the system but I also think — and again it comes down to the objectives and the principles — that it must be something which you are working toward.

I can speak for our Party and its nominations. I know it's not easy. So I know that complying with the federal regulations can be difficult but it is an objective we have to work toward.

CAUT: One other aspect of trying to ensure that there are more women, both students and faculty, is whether there are support services such as daycare. Would you care to comment on the government's position on daycare?

A.M. I think workplace childcare is a contentious issue. Obviously a childcare policy that makes childcare universal and accessible is very important to women, but also to men. I don't see childcare as a "women's issue".

Again, if CAUT is going to have a policy on restructuring the university system and you are talking about accessibility, it should address childcare.

CAUT: Do you think there is any likelihood the government will introduce childcare legislation during its mandate?

A.M. Well, they keep promising it and I keep getting sceptical.

CAUT: I take it from your earlier remark that you have some other ideas about accessibility.

A.M. I have been involved in long-distance education, in education in rural and isolated northern communities and so on, and that to me is a very big part of accessibility. It very much affects women — and men too. That's always the part that gets cut. It's of particular interest to me. I took my undergraduate degree by correspondence.

CAUT: One aspect of that is the debate over higher education for native people. CAUT perceives a significant political and constitutional change in the federal government's attitude toward the right of aboriginal people to have access to advanced education. Would the NDP do something different?

A.M. I would approach this in the same way that I treated the cut backs to post-secondary education a little earlier. It's indebting our future. It's short-sighted and, one doesn't like to assume, planned. But I'll tell you that having worked in native education trying to get post-secondary programs going that you come to a rather cynical conclusion. An educated aboriginal population is needed as a result of land claims. Land claims agreements, self-government agreements, all of those things require a skilled and educated population. To cut back on those opportunities reinforces the class system and mitigates against any policy toward self-determination. So I think it's very detrimental to aboriginal people but also to Canadian society. It's not just for aboriginal people. It's for us.

■ ■ ■

It would be nice if we started to look at education as an investment in this country rather than a drain on the economy.

■ ■ ■

CAUT: One of the other statistics suggests that the percentage of working class kids attending university is relatively unchanged over the last generation. How would the NDP change that?

A.M. I think it's very much the issue of accessibility that we talked about earlier in terms of childcare, tuition, etc. I think community accessibility for aboriginal students and people from small communities is very important too. It can make a difference. Universities are pretty intimidating. And of course costs. Now there is the whole situation about student loans as well and GST on books. All of those things lessen accessibility.

It would be nice if we started to look at education as an investment in this country rather than a drain on the economy. Are we going to have people trained and skilled to move into the 21st century? I believe that it is achievable and that there is an economic pay off.

CAUT: If you had one message for university professors what would you say?

A.M. I think that the kind of expertise that people who work within the university system have to help mould the kind of post-secondary education system for the immediate and future needs of the country is very important. It has to be an integral part of planning for the future. I think too often decisions have been made based on priorities that are not necessarily of the group involved. I also feel that universities can in some ways, lead the way and, in many ways, are our last bastions of independent thought. I hope university professors would work to preserve that.

Entretien avec Audrey McLaughlin

ACPU: Que pensez-vous du bilan des Conservateurs en ce qui a trait aux questions touchant à la collectivité universitaire et à la recherche?

A.M.: Je crois que les compressions imposées à l'enseignement postsecondaire ont eu des répercussions vraiment graves. Je pense que ça va revenir nous hanter. Tous les indices sur l'avenir du Canada quant à l'économie, la main-d'oeuvre, où nous en serons pour nos besoins en travailleurs spécialisés ou semi-spécialisés, face à l'automatisation, tous ces aspects convergent vers le besoin d'une main-d'oeuvre spécialisée très scolarisée; une main-d'oeuvre, je pense, possédant une formation plus générale à bien des points de vue. J'estime donc que les réductions dans le secteur de l'éducation ne procureront qu'un gain à très court terme.

Beaucoup d'étudiants me disent qu'ils sont très inquiets. Je crains que nous retournions à un système pour l'élite qui renforcera le statu quo. Je pense que tous ceux qui en ont la capacité devraient pouvoir accéder aux études postsecondaires.

En ce qui concerne la recherche, les compressions me préoccupent mais je m'inquiète réellement de la possibilité que la recherche soit motivée par des intérêts privés au lieu d'intérêts publics. Je ne vois rien de mal à ce que les sociétés souhaitent faire leur devoir civique et contribuer à la recherche universitaire. Leurs fonds devraient toutefois s'apparier à ceux du gouvernement.

Ce qui se produit c'est que la recherche est gouvernée par des intérêts privés, qui sont peut-être légitimes. Je ne crois pas toutefois qu'ils correspondent à l'intérêt public. Si nos universités ne font pas cette recherche, qui la fera?

ACPU: Le FPE, plus précisément les paiements de transfert aux provinces, est l'un des secteurs dont le financement a été paralysé. Nous savons que le NPD s'oppose à ces réductions. Avez-vous une meilleure solution pour gérer ces importantes sommes d'argent réservées aux paiements de transfert?

A.M.: Un moyen de le faire est certainement de s'assurer que les crédits partagés avec les provinces servent aux fins prévues. Le FPE est réservé à l'éducation, pas à d'autres projets. Vous n'êtes pas sans savoir que depuis de nombreuses années nous proposons des modifications à diverses lois pour faire en sorte que les fonds partagés actuellement soient injectés dans l'éducation.

Évidemment, il y a toujours le problème de la diminution des crédits. Cependant, si les 50 pourcent, ou les 40 pourcent, actuellement je pense, ne servent pas à cette fin, il faut que ça change.

ACPU: Notre conseil d'administration s'est réuni le mois dernier et a décidé d'étudier en profondeur toute la structure des subventions fédérales versées aux universités. Est-ce que le NPD serait intéressé à collaborer avec nous à ce projet?

A.M.: Je pense que ce serait très intéressant, c'est une excellente idée. Mais je pense qu'il faut d'abord se demander quels sont les principes que vous allez examiner? Vous pouvez avoir un comité pour restructurer mais vers quel objectif? Je vais vous dire quels seraient mes objectifs fondamentaux: idéalement, il n'y aurait pas de frais de scolarité. Est-ce que c'est un principe sur lequel votre groupe se pencherait?

Je présume qu'il est dans notre intérêt de collaborer avec tout le monde. Nous aimerions toutefois le faire dans les limites des principes établis afin de veiller à ce que l'enseignement postsecondaire ne devienne pas une question de classe mais une question de capacité. Je soumets un autre principe: il faudrait que les universités soient gérées dans l'intérêt public et non dans celui de groupes particuliers.

ACPU: Le Programme des contrats fédéraux touchent un grand nombre d'universités. Nos membres aimeraient savoir ce que vous en pensez.

A.M.: Hé bien, je défends vigoureusement, bien entendu, le principe du salaire égal pour un travail égal et de l'égalité entre les sexes. J'en suis de plus en plus convaincue. Je me rends compte, cependant, que c'est long de s'adapter au système. Mais je pense aussi, encore là je reviens aux objectifs et aux principes, que ça doit être un but à atteindre.

J'en sais quelque chose en ce qui concerne notre parti et son régime de nominations. Je sais que ce n'est pas facile. Je sais donc qu'il peut être difficile de se conformer aux règlements fédéraux. C'est un objectif, toutefois, vers lequel nous devons nous diriger.

ACPU: Il existe un autre aspect pour augmenter le nombre de femmes, tant chez les étudiants que chez les professeurs, qui est de se demander s'il y a des services de soutien comme les services de garde d'enfants. Pourriez-vous nous faire part de vos commentaires sur la position du gouvernement en matière de services de garde?

A.M.: Je pense que la question des services de garde en milieu de travail est litigieuse. De toute évidence, une politique sur les services de garde qui universalise ces services et les rend accessibles, est très importante pour les femmes, mais elle l'est également pour les hommes. Je ne considère pas les services de garde comme une question s'adressant uniquement aux femmes.

Encore une fois, si l'ACPU veut avoir une politique sur la réforme du système universitaire et qu'il est question d'accessibilité, il faut qu'elle se préoccupe des services de garde.

■ ■ ■

Je crains que nous retournions à un système pour l'élite qui renforcera le statu quo.

■ ■ ■

ACPU: Croyez-vous possible que le gouvernement dépose une loi sur les services de garde pendant son mandat?

A.M.: Hé bien, il ne cesse de la promettre... Je suis de plus en plus sceptique.

ACPU: Si je ne m'abuse, vous avez dit plus tôt que vous aviez certaines idées sur l'accessibilité.

A.M.: Je me suis occupée d'éducation à distance, d'enseignement dans les collectivités rurales et isolées du nord, etc. Pour moi, cela fait partie dans une très large mesure de l'accessibilité. Les femmes sont beaucoup touchées... les hommes aussi. C'est toujours cet aspect de l'éducation qui subit des compressions. Ce sujet m'intéresse particulièrement. J'ai obtenu mon baccalauréat grâce à des cours par correspondance.

■ ■ ■

Cela serait bien si nous commencions à considérer l'éducation comme un placement...

■ ■ ■

ACPU: Le débat sur l'éducation postsecondaire pour les autochtones en est un aspect. L'ACPU sent que l'attitude du gouvernement change de façon importante du point de vue politique et constitutionnel en ce qui concerne le droit des autochtones d'avoir accès aux études supérieures. Est-ce que le NPD agirait différemment?

A.M.: Je le verrais de la même manière que ce que j'ai dit plus tôt au sujet des restrictions dans le secteur de l'enseignement postsecondaire. C'est endetter notre avenir. C'est une stratégie à courte vue et planifiée, à laquelle il nous déplait de penser. Mais je vais vous dire que, ayant oeuvré dans l'enseignement aux autochtones, si vous essayez de faire marcher les programmes d'éducation postsecondaire, vous en arrivez à une conclusion plutôt cynique. Par suite des revendications territoriales, il est nécessaire d'instruire les peuples autochtones. Les ententes territoriales, les accords d'autogestion, tous ces aspects requièrent une population instruite et compétente. Si l'on réduit ces possiblités, l'on renforce le système de classes et l'on atténue toute politique vers l'autodétermination. Je pense donc qu'une telle attitude nuit beaucoup aux peuples autochtones ainsi qu'à la société canadienne. Ce n'est pas seulement pour les autochtones. C'est pour nous aussi.

ACPU: D'après des statistiques, la proportion d'enfants de la classe ouvrière fréquentant l'université a relativement peu changé au cours de la dernière génération. Comment le NPD ferait-il pour renverser la tendance?

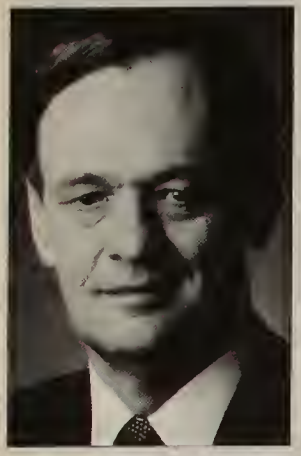
A.M.: Je pense que c'est beaucoup une question d'accessibilité, ce que nous avons dit plus tôt au sujet des services de garde, des frais de scolarité, etc. Je pense que l'accessibilité en tant que groupe pour les étudiants autochtones et les habitants des petites collectivités est également très importante. Cela peut faire une différence. Les universités sont assez intimidantes. De même que les coûts qui en découlent, bien entendu. Toute la situation actuelle au sujet des prêts aux étudiants et la TPS sur les livres, tous ces facteurs diminuent l'accessibilité.

Cela serait bien si, dans ce pays, nous commencions à considérer l'éducation comme un placement plutôt que comme une saignée de l'économie. Allons nous avoir la main-d'oeuvre qualifiée et instruite dont nous aurons besoin pour franchir le 21e siècle? Je pense que c'est possible et rentable économiquement.

ACPU: Que diriez-vous aux professeurs d'université si vous aviez un message à leur transmettre?

A.M.: Je pense que le genre de spécialisation dont sont dotées les personnes oeuvrant au sein du système universitaire pour aider à façonner le type de régime d'enseignement postsecondaire qui répondra aux besoins immédiats et futurs du pays est très important. Il doit faire partie intégrante de la planification de l'avenir. Je pense également que les décisions sont trop souvent fondées sur des priorités qui ne sont pas nécessairement celles du groupe directement touché. En outre, j'estime que les universités peuvent, d'une certaine façon, battre la marche. Et, à bien des égards, elles sont le dernier bastion de la pensée indépendante. J'espère que les professeurs d'université tâcheront de la préserver.

CAUT in Conversation with Jean Chrétien



The Honourable Jean Chrétien, Leader: Liberal Party of Canada

CAUT: You of course have a vision of what this country should look like over the next ten years, going into the next century. Where do you see universities – and particularly university professors and scientists – fitting into that?

CHRÉTIEN: In the world of tomorrow we'll have to be competitive intellectually with the rest of the world, so, we have to invest in the intelligence of our young people. What we have been doing is – I would say, average but not great – relative to other nations. We have to do better. The problem is how to do better. Of course there were some cutbacks in transfer payments. You know, they were introduced by the Liberals. We stepped in to help and it was very useful. But education is a provincial matter. You know there was a time in British Columbia when 80 per cent of the costs of post-secondary education were paid for by the feds, 20 by the students, and not a dime from the provincial treasury. In a democracy, political payment should be coupled with political responsibility.

CAUT: It was of course the Liberal government which created the federal presence in post-secondary education and developed this vehicle of transfer payments. Are you saying that we should find a new vehicle that is more effective or are you saying the federal government should now back out of its responsibility?

CHRÉTIEN: No. I am saying we should find a better vehicle. But one of the reasons why the Tories made cutbacks is that the mechanism is not conducive for the federal government to invest. It is invisible. So that is why, being politicians, the Tories could do it with really no problem.

You know you can complain, but it's not something people stop me on the street to talk about. They talk about the GST or the economy. But unless you meet with a group of professors they don't talk about cutbacks. The invisibility of the federal participation has taken away the political pressure. And I attribute that to the transfer payments. What happened when we established these programs – in what I consider to be provincial constitutional jurisdiction – there was an understanding that after the program was established, we were to let the provinces run it. When I look at my home province of Quebec it has kept, probably more than any province, its side of the deal. Quebec kept putting money into education better than many of the other provinces. I'm working from memory, but as far as I recall Quebec was one of the provinces to maintain its share of the financing. So this is part of the problem. But we can't only blame financing. I think productivity in universities has to be improved.

CAUT: Do you have any views about changing the vehicle, since Donald MacDonald recommended in his Royal Commission that the federal funds might be transferred to the universities through the medium of students? Other people talk about substantially increasing research grants to universities by paying things like direct costs and so on. Is that the sort of thing you have in mind?

CHRÉTIEN: I can tell you that I don't have a definite policy at this time. I will explore all avenues. Transfer payments to individuals is a vehicle that might be somewhat easier but it will be extremely controversial. With that, students would become much more mobile and universities would have to become much more competitive. Universities without prestige would go bankrupt. Right now there is no real competition. Or, we could also go to 50-50. If you spend we spend. If you don't spend, we don't spend. That was a very effective method in the past.

If you don't spend a dime, don't come and blame us. Go and look at the provinces. It is their jurisdiction yet they blame it on us all the time. They are responsible.

CAUT: CAUT itself will, during this academic year, be doing a full-scale review of its position on EPF transfers. We would hope that the Liberal party might be interested in having input into this process.

CHRÉTIEN: Oh, I have a very good critic for these matters, Mr. Duhamel, the member for St. Boniface. He has been a deputy-minister of education and he knows how the system works inside-out. We're very fortunate to have him because it's rare to have a member of Parliament with that background. He carries a lot of influence. So, he would be available to discuss this with you. But I don't want to create the impression that if we come to power there will necessarily be a lot of money. By the time we get there the debt will not be lower. It will still be a big problem for us.

■ ■ ■

...it is clear in my mind that we have to invest in education, collectively

■ ■ ■

CAUT: I am sure our readers would understand that you wouldn't or couldn't promise to spend vast sums of money on transfer payments. But they would be interested to know whether you intend to significantly cut.

CHRÉTIEN: I always said that education is an investment. Let's look at it as a benefit that, in the long term, helps the country. We have to have some long-term policies and objectives. And our objective would be to clearly establish that post-secondary education – investing in the brain power of our people – is important. It's the only way we will be competitive around the world. So it's not ordinary spending. But how to achieve it? I don't want to become the Prime Minister of the country with a shopping list of $50 billion worth of expenditures and not knowing what I would do. And after that be obliged to say I won't do it.

I don't intend to lie. But I am telling you, as a goal, it is clear in my mind that we have to invest in education, collectively. And we have to increase the productivity of universities. Everybody has to collaborate on that.

CAUT: Que pensez-vous de la politique scientifique des Conservateurs?

CHRÉTIEN: They didn't do what they said they would do. The figures are quite clear on that. It's all related to this same concept of society. If you don't have research, you won't have remuneration. My brother is the head of the Medical Research Institute in Montreal, so I get an earful at family dinners! When I was president of the Treasury Board, he would write to me every week and complain. So you don't have to tell me. It's part of why we are falling behind. In the long term it could be significant. Other countries are doing it and we have to do it. There were some schemes to induce the private sector to invest more in research. The private sector has not come through, either.

CAUT: Would you foresee trying to create an effective scheme to persuade business?

CHRÉTIEN: There's no doubt about it, that if you can give me a good, effective scheme Mr. Chrétien will always be interested. He's a hell of a practical guy. But everybody says let's have an effective scheme and it quickly becomes a loophole. People run away without paying taxes and don't do the research.

CAUT: A lot of the discussion about research policy focuses on science and technology. Do you also see a significant role for the social sciences and the humanities?

CHRÉTIEN: We started that some years ago – I was Minister of Finance. So, yes, the social sciences are a very important element of society. That's one of the problems we are facing. The problems of the nation are more a matter of politics than economics. And politics is a social problem. I am not familiar with the social sciences' budget. But just to give you an example, when I was the president of the Treasury Board I was confronted with such cuts. And I had this big argument with my brother about medical research. Even he conceded, though, that once in a while you have to squeeze a little. But you have to keep the same goals in all the intellectual elements of society. It is important. Society is more sophisticated. Intellectual discussions are part of the bread and butter activities of almost every citizen. People are more aware than ever before. So, in a service society, the intellectual society of tomorrow, these are sectors that will expand. It will be a part of the social and economic development of this country. So it is an area where government has to be responsible.

CAUT: You talked about increased productivity in universities. What did you have in mind?

CHRÉTIEN: Well I am not a specialist, but in travelling across the country I have met a lot of people who feel that productivity is not as high as it should be. Perhaps I am misinformed, but they create the impression that the commitment to the task of teaching is not one hundred per cent.

CAUT: I don't think that the academic profession would deny that things could always be done better. But if you are saying that the future is "Do more for less", I suspect there would be a certain negative reception.

CHRÉTIEN: No. But do much more for a little bit more!

CAUT: Could we turn to students? There has been a federal presence in terms of assistance for students. Would you continue that federal presence? Would you change it in any way?

CHRÉTIEN: I'm told that it is not functioning very well and that students are pretty mad at the moment because of this three per cent ➤

administrative fee or tax. You know, it was a good program. Unless someone can come up with a better mechanism, it should continue. But we can improve it. These programs have to be reviewed regularly to adjust to the new reality.

CAUT: It seems there are two possible approaches to these kinds of reviews. One is to say, well, we review it and see how much money we can squeeze out of it in order to reduce its size. The other is to say we can make it more efficient and we can do other things and pay for them through the reforms we make. Which approach would you look at?

CHRÉTIEN: I don't know the loss ratio on the program. For a long time we were quite lax about being paid back. Even myself. I suddenly realized I had not paid back my loan. I had never received a notice and never paid back. I was already a member of Parliament when I did. But the government now says, rightly so, you must pay as quickly as possible so that the same program can benefit others. I understand that the young professional with a young family would rather buy a BMW first.

CAUT: But there are people – single parents, people who are only marginally employed – who bave difficulty.

CHRÉTIEN: Well, if you cannot pay, you cannot get blood from a stone. We have to realize that, but on the other hand, there are a lot of people who could pay back and don't.

CAUT: What do you think about the three per cent tax?

CHRÉTIEN: I don't like it. If there is some fee to pay, it should be a case of "You pay ten bucks for that and ten bucks for that." We could find a way. But this tax is across-the-board. I don't like it at all. My view is we have to clean the system up, make it more efficient and improve productivity. But don't ask me to set a budget for 1993. When we get there we'll look at the books. I'm not the kind of guy to make promises. One of my goals is for us to invest in education. Whether we do that in the first week, the first month or year I really don't know. But look at my record. I am responsible. You know, I am considered left-wing by the right-wing and right-wing by the left-wing. So I am a good Liberal.

CAUT: The federal government passed equity legislation designed to improve the status of women, natives and visible minorities. It touches the universities through the Federal Contractors Program. Critics claim that the program lacks the teeth to force universities to address the problem.

CHRÉTIEN: We're not kids anymore. We don't need to be told. If it is not working, it has to be revisited. I believe in affirmative action when you cannot cure the problem otherwise. You know we had affirmative action here in Ottawa for the French language. And if you look over the past 25 years we made a lot of progress.

Même de faire une entrevue en français aujourd'hui. Il y a vingt ans nous n'aurions pas pu faire ça. Mais aujourd'hui ça marche parce qu'il y a eu effectivement des programmes d'affirmation positive. Les francophones ont fait des progrès, mais les anglophones aussi ont fait des progrès dans le bilinguisme.

S'il n'y a pas de proportions adéquates de promotions des femmes parce qu'elles sont femmes, bien il faut que ce soit corrigé. D'un autre côté il ne faut pas donner des promotions seulement parce qu'elles sont femmes. Je pense, que d'après certains commentaires que j'ai entendus, c'est plus lent dans les universités que dans la fonction publique pour les autochtones, pour les noirs. C'est la raison pour laquelle nous avons des gouvernements, on doit établir un équilibre dans la société. On intervient quand c'est nécessaire. Mais on n'intervient pas pour rien.

CAUT: If you had a direct message to the faculty of Canadian universities about what you and they can do together over the next ten years, what would it be?

CHRÉTIEN: Well, the responsibility of the university is to produce well-trained students who will be able to compete intellectually with the youth of the world. We live in a global society today and we should aim at excellence. We should have pride in excellence. Everyone, collectively as a nation, should strive for excellence in everything they do. So, everyone has to be committed to producing more and better. The academic milieu is perhaps in a better position to play that role and meet the demand for excellence in society.

CSIS on Campus: Security or Intrusion?

In 1988, CAUT reported that the Tory record on security matters was, at least from the point of view of the universities, more reasonable than that of their predecessors. This remains true in 1990. But this is no time to celebrate, if only because the present situation stems as much from benign neglect as it does from concrete action.

The 1950s to 1970s

Since the late 1950s, CAUT has voiced concerns over the activities of Canada's security forces on university campuses. Apparently unable to distinguish between dissent and subversion, the RCMP security forces mounted political fishing expeditions on campus and busily recruited informers. Vigorous protests by CAUT eventually resulted in an understanding between Prime Minister, Lester Pearson, and the President of CAUT, Bora Laskin, that RCMP investigations would be limited to two specific areas: (i) actual violations of the law, and (ii) legitimate enquiries needed to obtain security clearances for university staff hired into federal jobs.

This gentleman's agreement, however, had limited effect. In 1981, the MacDonald Royal Commission on Security reported that the RCMP had secretly and deliberately violated the Pearson/Laskin agreement on many occasions. It was small comfort that MacDonald noted a decline in such violations in recent years.

Prime Minister Trudeau extended the Pearson/Laskin agreement to cover all security forces, including the military and the agency that monitors all international telecommunications. Trudeau also created the Canadian Security Intelligence Service in 1984 to replace the much maligned security division of the RCMP.

The 1980s

This was the situation the Tories inherited when they came to power in 1984. Initial fears that a Tory government would actively reinforce a conspiracy mentality within CSIS, particularly since there are members of the caucus who used to see a communist under every bed, were largely unfounded. Why? Because the world has changed; but also because the government chose not to get involved in the politics of paranoia.

CSIS and its Aftermath

CAUT had reservations about some aspects of the CSIS legislation. Nevertheless it was a major improvement. The government has listened to some of the criticisms, in particular of the former counter-espionage section of CSIS. The 1986 review of the Security Intelligence Review Committee pointed out that the division still did not seem to understand the nature of legal dissent and that "it took insufficient account of potential harm to the principles of personal freedom and privacy". This type of criticism, along with some obvious intelligence failures, led to the creation of the Osbaldeston Committee which recommended the abolition of the counter-subversion section. This was done. The government also accepted the recommendation that the Solicitor-Cenearal would have to personally approve any request to conduct intrusive investigations in cases dealing with subversion.

CAUT has also been concerned about the use of informers on university campuses. Last year when the Solicitor General said in public that he had authorized such informers, CAUT pressed him and his successor for more details and for some justification of this action. None was forthcoming, although a number of useful meetings were held on related matters with officials of CSIS.

This month CAUT is meeting with the Security Intelligence Review Committee to ask them to review the use of informers on university campuses since the formation of CSIS in 1984.

CAUT will also be asking the Committee to hear immigration appeals from university professors who are denied entry on the grounds of national security. This has been a long-standing and vexing problem in academia. The Executive Secretary gave a paper at the Canadian Historical Association in June on the history of this problem since 1945.

What Lies Ahead?

This year Parliament conducted a five-year review of the operations of CSIS. CAUT testified to the parliamentary committee which has recently issued its report. It recommended 117 changes in security matters. The government will be responding sometime in February. Meanwhile, CAUT is formulating its response.

One of the more important policy matters addressed by the Committee is the question of the review of the other security agencies. Most Canadian professors will be surprised to learn that a number of these exis, but that only CSIS is covered by the review mechanism. CAUT has long believed that the review legislation should cover all the intelligence agencies since the present mechanism seems tailor-made to encourage the more dubious operations to be undertaken by any of the agencies other than CSIS.

Files have always been at the core of security matters. For years the university community has been concerned about secret and unfair security files that might prevent a student or faculty member from working for government or engaging in some kinds of government research. The work of commissions of inquiry and the books of John Sawarsky showed that these concerns were not misplaced. There are hundreds of thousands of security files reflecting the McCarthyite and homophobic paranoia of the RCMP security service. The Osbaldeston Committee noted that "too many Canadians are under surveillance" and that they "are often targetted because they are members of a particular target group or because they come into regular contact

continued on page 20

Research and Development in the Mulroney Era

With the movement toward liberalizing trade sweeping the world, the Progressive Conservative government has placed great emphasis on Canada's need to compete in the global marketplace. Both basic and applied research and development (R&D) in the natural sciences and engineering are imperative, for example, in helping us find new and more effective means of purifying water; or in eliminating environmental side effects from industrial sources; or in developing more advanced medical technologies. Furthermore, it is basic and applied R&D in the social sciences and the humanities, for example, that will help us formulate winning strategies to either market these products; or to deal with problems facing Canada's aging population; or even to explore the impact of new technologies on Canadians. It is clear that as Canada moves toward the 21st century, R&D will hold the key to solving many of its most pressing socio-economic problems.

In essence, basic and applied R&D is only limited by our imaginations, and in relation to federal government policy, by our capacity to conduct it. David Vice, the former president and now vice-chairman of Northern Telecom Limited also points out that: "Universities and colleges are the key to Canada's ability to be a player on the world scene at a time when all industrialized societies are moving from capital-based to information-based economies [1]". With this in mind, it is important to consider whether the Conservatives' R&D policy, since 1984, has met the task of maximizing the capacity of Canadian universities to conduct research and development.

Tory R&D Policy

In March 1984, during a speech at the University of Toronto, Brian Mulroney set the foundation for his party's R&D policy. At that time, as Leader of the Official Opposition, he denounced the federal government's neglect of R&D over the past 15 years and promised that (during their first term in office) a Conservative government would: "double the collective Canadian contribution to this indispensible sector; set priorities and develop a coordinated approach to government-sponsored research; improve the linkage between government labs, universities and the private sector, with special emphasis on small business; encourage the production of new technologies and ideas by Canadian industries; facilitate the introduction and adaptation of innovative technology developed abroad; and, encourage the diffusion of modern technology and know-how across the country [2]".

These policy directions were highlighted by the Conservatives in CAUT's 1984 election campaign questionnaire on federal party higher education policies [3]. In answer to questions about funding R&D, the Conservatives stated that: "Our Research and Development commitment is fundamental to our overall program for economic and social development. We are committed to doubling Canada's R&D, to 2.5 percent of the Cross National Product (CNP)...".

■ ■ ■

"Universities and colleges are the key to Canada's ability to be a player on the world scene at a time when all industrialized societies are moving from capital-based to information-based economies ".

■ ■ ■

The Conservatives also said that they "were committed to real (above inflation) increases" for R&D in medicine, social sciences and humanities, natural sciences and engineering, and for funding of the three research and granting councils: the Medical Research Council (MRC), the Social Sciences and Humanities Research Council (SSHRC) and the Natural Sciences and Engineering Research Council (NSERC).

They stressed that each council should determine "the degree of concentration in each field"; that "the federal government should negotiate long term (five year) funding arrangements (with the councils)"; and, that the government and the councils should keep an "arms length relationship".

In March 1987, former Science and Technology Minister Frank Oberle launched InnovAction, a five-track strategy to promote science and technology in Canada. This strategy incorporated many of Brian Mulroney's earlier goals for R&D by stressing the need to improve industrial innovation and technology diffusion as well as the management of federal R&D funding. Three new elements were also added to the Conservatives' R&D mandate to further refine the Prime Minister's 1984 statement on R&D: under "Strategic Technologies: InnovAction (would) help industries identify and secure economically exploitable niches in leading edge technologies"; under "Human Resources: InnovAction (would) ensure a supply of highly qualified scientists, engineers and technologists, encourage retraining and facilitate adjustment to technological change in the workplace"; and under "Public Education: InnovAction (would) promote technological literacy and a more science-oriented culture, creating the social environment needed for a strong, national science and technology effort [4]".

Initiatives Since 1984

Last March during his acceptance speech for the 1990 Weizmann Award in the Sciences and Humanities, Prime Minister Mulroney expressed satisfaction with his government's R&D initiatives over the past six years. He told his audience that: "Despite the extremely unsatisfactory fiscal position caused by a rapidly growing national debt, as a consequence of a string of budget deficits going back over a decade, we have managed to increase our expenditures in this area since 1984 from $4.1 billion per year to $5.1 billion per year by 1989 ...[5]".

Since 1984, nine major measures taken by the federal government have formed the core of its R&D policy.

Two of these measures relate to funding for the three federal research councils. In 1986, a five-year matching funds policy was adopted for the councils. Under this plan the government would match annual targets for contributions from the private sector. In that same year, the Mulroney government also announced that its base funding for the three research councils would total almost $3.2 billion from 1986-87 to 1990-91.

Two other initiatives were described by the Prime Minister in his January 13, 1988 speech to the Toronto Science and Technology Conference. In this speech, he announced that the federal government would spend $1.3 billion on science and technology during the period from 1987-88 to 1990-91. Some of these funds have been used to establish 14 Networks of Centres of Excellence involving 34 universities and 25 corporations across Canada ($240 million); and to create a Canada Scholarship Program which is providing four-year undergraduate scholarships worth $2,000 annually to 2,500 students, half of whom must be women entering science, engineering and related disciplines ($80 million).

Other federal government initiatives include, as of April 1990, the allocation of $5 million in funding to create a network of Centres of Excellence for "Promoting Independence and Productivity in an Aging Society"; and from 1989 to 1991, $10 million for a campaign to increase public awareness of science and technology, with participation from the public, private and non-profit sectors. In addition, the Ministry of State for Science and Technology – the government's administrative arm responsible for its R&D policies, has also been reorganized and upgraded and is now called the Department of Industry, Science and Technology.

National Advisory Board on Science and Technology established

Notwithstanding the initiatives outlined above, the most important Conservative government R&D measure to date may be the Prime Minister's creation of a National Advisory Board on Science and ➤

CTH1 WGROSS

Gross Expenditures on Research & Development as a percentage of Gross Domestic Product

	1983	1984	1985	1986	1987	1988	1989*
Australia	..	1.12	..	1.24	1.19	..	..
Austria	1.23[c]	1.27[c]	1.27	1.32[c]	1.32[c]	1.32[c]	1.32
Belgium[m]	1.58[a]	1.60	1.64	1.64	1.65	1.61	..
Canada	1.33	1.36	1.41	1.44	1.36	1.32[p]	1.29
Denmark	1.19	1.22	1.25	1.32	1.43	..	..
Finland	1.35	1.48	1.57	1.67	1.73	1.76[c]	1.80
France	2.11	2.21	2.25	2.24	2.29	2.31[p]	2.33
Germany	2.51	..	2.71	..	2.85[a]	2.83[c]	2.85
Greece	0.26[a,b]	0.31[b]	0.34[b]	0.33	..	0.37	..
Iceland	0.70	0.74[c]	0.75	0.73[c]	0.77	..	..
Ireland	0.70	0.77	0.83	0.90	0.94[p]	0.94[p]	..
Italy	0.95	1.01	1.12	1.14	1.19	1.34	1.25
Japan[l]	2.56	2.65	2.81	2.79	2.87	2.92[b]	..
Netherlands	2.02	1.96	2.09	2.22	2.33	2.30	..
New Zealand	0.94[b]	..	..	..	..	..	..
Norway	1.41	1.51[a,c]	1.62	..	1.81	..	1.87
Portugal	..	0.40	..	0.45	..	..	..
Spain	0.45	0.47	0.53	0.59	0.62	0.67[c]	0.72
Sweden[m]	2.56	..	2.89	..	2.99	..	..
Switzerland	2.28 [a,z]	..	..	2.88[a]	..	..	..
Turkey	0.76	0.71	0.70	0.64	0.53	0.13[a,p]	0.13
United Kingdom	2.25[c]	..	2.28	2.35[a]	2.27	..	..
United States	2.71	2.78	2.92[a]	2.92	2.90	2.86	2.80
Yugoslavia	0.87	0.86	0.79	0.88	..	..	..

Source: OECD. Main Science and Technology Indicators 1990/91, p.17.

Technology (NABST) in 1987. This committee is made up of researchers, industrialists and labour leaders, and is chaired by the Prime Minister which in itself gives R&D a much higher political profile.

In 1987 the Board divided itself into various working groups with one group focusing solely on university research. The group was chaired by Pierre Lortie, the former President and Chief Executive Officer of Provigo, a major Quebec supermarket chain. It was dominated by businessmen and administrators to avoid accusations of self-interest that might exist had it been composed mainly of university researchers.

This working group's report to the Prime Minister was made in December 1987 and then published the following February. It listed numerous recommendations, including the creation of a Canada Scholarship Program and the Networks of Centres of Excellence Program, both of which were soon implemented by the government. From a university researcher's viewpoint, however, the most important recommendations made by the group were that a long-term plan for publicly sponsored research be developed for Canadian universities and that attention be given to:

i) supporting individuals and groups at the forefront of their disciplines,
ii) adequately funding equipment,
iii) targeting research to areas of national interest, and
iv) establishing major national facilities; that the federal government double the budgets of the three granting councils over the next three years; subsequent budgets should grow at an annual rate equal to 1.5 times the rate of GNP growth; and that the emphasis on basic research by granting councils be maintained. And the growth of targeted research, whether in emerging technologies or university-industry collaboration, should not be at the expense of basic research [6].

Tory R&D: Is It Making the Grade?

The Mulroney government has introduced several initiatives into the area of R&D during its six years in office. These measures, however, may not have succeeded in maximizing the capacity of Canadian universities to conduct R&D. In fact, there are a number of distressing indicators which show that the Canadian R&D scene is not improving in relation to our most serious economic competitors.

The most ominous indication of this problem is seen in the evolution of Canada's Gross Expenditures on Research and Development (GERD) as a percentage of our Gross Domestic Product (GDP) during the 1980s. Table 1 illustrates that Canada's GERD dropped from 1.36 percent in 1984 when the Conservatives took power to 1.29 percent in 1989. This is clearly a divergence from Brian Mulroney's 1984 promise to double Canada's collective commitment to R&D by the end of his first term in office.

In 1989, Canada's GERD lagged behind the GERDs of some of its most important economic competitors including the United States (2.80 percent), Germany (2.85 percent) and France (2.33 percent). Since 1983, none of Canada's GERD figures compares favourably with Japan's 1988 GERD of 2.92 percent; our latest GERD even falls far short of the 1989 figures for countries such as Norway (1.87 percent), Finland (1.80 percent) and Austria (1.32 percent).

The federal government's record for funding Canadian R&D compared with funding from business enterprise and higher education sectors also poses some concern. In August 1990, figures published by Statistics Canada [7] show that the federal government's funding share, as a percentage of Canada's total GERD, dropped from 35 percent in 1981-85 to 31 percent in 1986-90. During that same period, the share for business increased from 39 percent to 42 percent, and for higher education decreased from 11 percent to 9 percent.

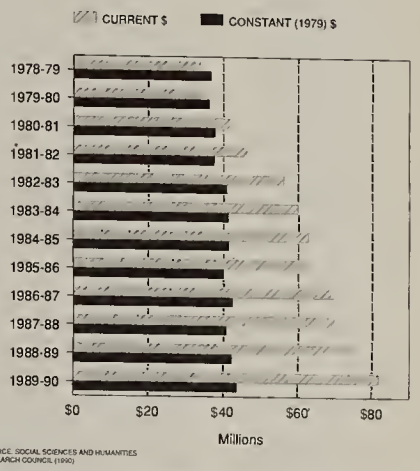
The decline in the federal share of Canada's total GERD has had a considerable impact on funding R&D in the university sector; the federal government's contribution to university R&D dropped from 36.2 percent of the total university R&D expenditures in 1984-85 to 32.6 percent in 1989-90. This decrease has meant that despite funding increases from other sources (business, the provincial governments, higher educational institutions, the private non-profit sector and even foreign funding sources) which would have partially offset the federal decrease, Canadian university R&D expenditures (as a percentage of our Gross Domestic Product) remained unchanged at 0.32 percent from 1984 to 1988. This figure does not compare favourably with figures of 0.41 percent for American universities in 1988; 0.37 percent for Japanese universities in 1987 and 0.35 percent for German universities in 1988. This claim stands even when allowances are made for the larger economic bases of these countries [8].

Council Cutbacks

The reduction in federal funding for Canadian university R&D has impeded efforts by the three research councils to promote new R&D, and train new researchers for the labour market. And despite the Conservatives commitment to CAUT in 1984 to ensure a real (above inflation) level of research council funding, and the 1987 NABST recommendation to double their budgets, research councils have treaded water in constant dollar terms since 1984 (Tables 2, 3, and 4).

In the university sector, underfunding has had the greatest impact on R&D in the social sciences and the humanities. Last January, in a brief presented to the House of Commons Standing Committee on Industry, Science and Technology, Regional and Northern Development, the Social Science Federation of Canada stated that: "Research in the social sciences in Canadian universities receives absurdly low levels of support.

SOCIAL SCIENCE AND HUMANITIES RESEARCH COUNCIL
TOTAL EXPENDITURES



SOURCE: SOCIAL SCIENCES AND HUMANITIES RESEARCH COUNCIL (1990)

In 1987, 58 percent of all Canadian research scientists were eligible for SSHRC support, but only 12 percent of the funds allotted to federal research councils were available to SSHRC. In consequence, only 4 percent of social scientists eligible to receive research support did so. Undoubtedly, this has an effect on the willingness of the social science research community to apply for funds.

■ ■ ■

In the university sector, underfunding has had the greatest impact on R&D in the social sciences and the humanities.

■ ■ ■

In terms of the future, Statistics Canada data indicated that about 52 per cent of the Canadian graduate student population comes under the SSHRC umbrella, compared with 28 percent under NSERC and 19 percent under MRC. The SSHRC can support only 1,200 scholarships, compared with 2,586 NSERC and 350 MRC fellowships. The lack of adequate fellowships will have an adverse effect on the future of social science research in Canada [9]."

Such disparity from one field to the next does not encourage the growth of a broadly-based scientific foundation with a broad view of R&D; CAUT believes that this kind of foundation is needed by Canada to foster scientific and technological success. For example, there is growing realization throughout the world that the manufacturing, marketing and trading of one's products requires good communication and a strong background in research and writing. All these skills will most likely be developed within the framework of a liberal education.

The freeze on the research councils base budget has been further complicated by the Mulroney government's matching grants funding scheme. The NABST described this policy as a "clever way to camouflage a decision to constrain the growth of government funding to the granting councils [10]". This statement was made in reaction to the government simultaneously creating the matching grants scheme and constraining the base budgets of the research councils. It is not surprising then, that former NSERC President Arthur May, along with CAUT and other individuals and groups, have requested that when the policy expires next year, its money be placed in the council base budgets.

The National Research Council (NRC), which is the federal government's main research laboratory, has also suffered several budgetary setbacks. Since 1985, the NRC's operating budget has shrunk by 20 percent in constant dollars and proposals have been made to cut as many as 283 jobs. In addition, some of the Council's branches, such as the Herzberg Institute of Astrophysics and the High Energy Physics group, are being moved out of its jurisdiction. Others, such as the Construction Division of the Prairie Research Station in Saskatoon, are slated to close. Still others, such as the Marine Dynamics Institute in St. John's, Newfoundland are being threatened with closure if they do not find more private sector funding. This lamentable state of affairs is a far cry from Brian Mulroney's 1982 "cri du coeur" ➤

when he stated that the NRC must be exempt from the old "six and five" federal government spending restraint program [11].

Setting Priorities: Basic vs Applied Research

Since 1984, indirect R&D costs have also proven to be a hot potato; this is because the Mulroney government's approach to funding R&D and post-secondary education does not take these costs into account. Currently such costs must be covered through the universities' general operating revenue.

In this regard, last February's federal budget provides us with a more detailed picture of Conservative government policy directives. Along with reducing funding for science and technology by $39 million over two years, the federal government decreased transfers to the provinces for post-secondary education by $3.1 billion over five years. When coupled with previous transfer reductions since 1983, the cumulative effect of this reduction amounts to $8.9 billion [12]. As the Royal Society of Canada has observed, university R&D suffers in this situation so much so that: "... the ability of the universities to offer high quality practical laboratory instruction has been seriously eroded, and students can no longer be guaranteed that they will be exposed first-hand to the most up-to-date techniques and state-of-the-art apparati used in industry [13]".

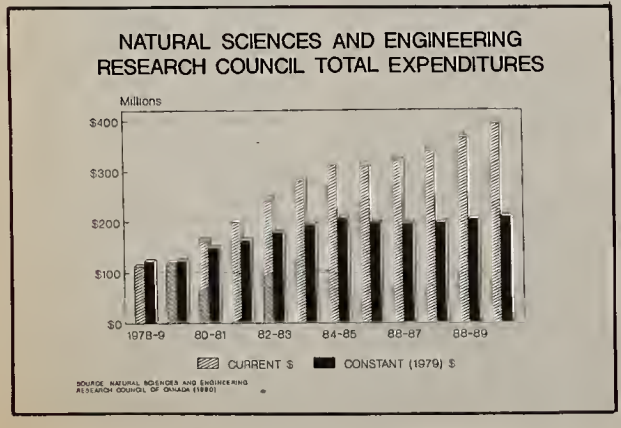
This significant reduction in university R&D funding has in turn had a direct and negative impact on Canada's ability to compete in the global marketplace. As David Vice warned the Standing Senate Committee on National Finance in 1986: "... in recent years we have seen a crowding out of education and, to some degree, a cheapening out which is not in character with our heritage". He emphasized that: "(this is not) in Canada's interest because we 'cheap out' on education at our peril when the world, more than ever, competes on brain power and new knowledge [14]".

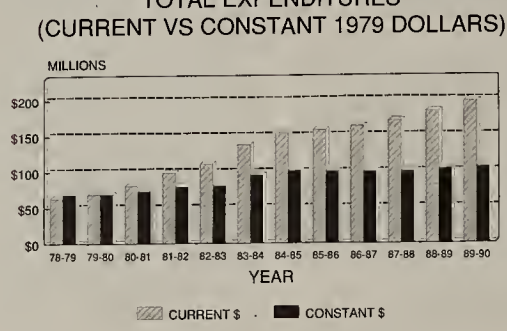
No doubt, it is in Canada's interest to get the Mulroney government to focus more attention on basic R&D which is at the heart of R&D's orientation. Despite the NABST recommendation that the growth of targeted research should not be at the expense of basic R&D, the federal government continues to take the view that research with immediate commercial application warrants the greatest financial consideration. In February 1990, former Industry, Science and Technology Minister, Harvie Andre, stated that: "... Our industry leaders recognize that throwing more government money into R&D will not stop the slippage in Canada's competitive position".

He continued by saying that: "What is needed is a new mindset which recognizes that if our companies don't do more research, better research, and focus on technology transfer and commercialization, our standard of living will slide [15]".

Unfortunately, this approach is short-sighted by any standard, including a commercial one. As the Nobel Prize winning chemist John Polanyi stated in the *Globe and Mail* last April: "We all favor technology transfer, but we can't afford to continue to ignore the basic scientific activity that feeds it. We do not conjure discoveries into existence by pointing to the need for them". With quiet foreboding he warns that: "We delay the process of discovery by asking scientists to act as though their goal should be science with some commercial application, when in fact they should be trying to make discoveries, pure and simple [16]".

Such a "process of discovery" has laid the groundwork for many important commercial inventions over the past 40 years. Semi-conductors, biometrics, computers, lasers, and techniques for statistical analysis and forecasting, have all emerged from fundamental university research. Indeed as one-time chemist, British Prime Minister Margaret Thatcher, told a British parliamentary committee last year: "The greatest economic benefits of scientific research have always resulted from advances in fundamental knowledge rather than the search for specific applications ... Transistors were not discovered by the entertainment industry ... but by people working on wave mechanics and solid-state physics ... (Nuclear energy) was not discovered by oil companies with large budgets seeking alternative forms of energy, but by scientists like Einstein and Rutherford [17]".





Falling Short of the Mark

Since taking office in 1984, the federal government under the leadership of Brian Mulroney, has implemented a number of measures aimed at maximizing the capacity of Canadian universities to conduct research. Many of these initiatives, however, have had only limited success in improving Canada's R&D environment.

And how much university research does a medium-sized nation like Canada require?

Since 1984 Canada's GERD (Gross Expenditures on Research and Development) as a percentage of its GDP has dropped to 1.29 percent. This lags well behind the Prime Minister's 1984 promise to double Canada's collective R&D effort, and does not compare favourably with the GERDs of its most serious economic competitors. Federal funding of many of Canada's social scientists and humanists via the research councils, has barely kept some research activities afloat, and university R&D as a percentage of the GNP has actually declined since the beginning of the Conservatives' first term in office. Indirect R&D costs have also continued to plague universities as federal transfers for post-secondary education have been cut.

Over the past six years, even the spirit of the Conservatives' R&D promises has been abandoned. This was clearly evident when Science Minister William Winegard stated recently that: "The goal is being competitive, not a particular number [18]". But how can Canada be competitive if it does not set specific R&D goals? And how much university research does a medium-sized nation like Canada require?

In August 1990, in an article for the *Globe and Mail*, Pierre Lortie posed these same questions. In his analysis of Canada's R&D needs, Lortie also provided some answers: "Since the knowledge frontier is shifting constantly, professors must strive to keep abreast of developments. Intellectual capital is a depreciating asset. At the forefront of scientific knowledge, obsolescence and irrelevance occur quickly. Substantial funds are therefore required simply to maintain the scientific base of universities".

Lortie says that overall "we do not appear to be even compensating for the depreciation of our intellectual capital."

He tells us that: "Keeping our scientific base competitive will maintain our relative standing. But to enhance that competitiveness requires advances in knowledge. These stem from leading-edge research projects of a kind that not only challenge doctoral and post-doctoral students, but are of particular interest to industry and government agencies. All the evidence is that our best researchers need to have four or five times more financing to be competitive [19]".

The federal government may not be able to provide all the funding essential to making Canadian R&D competitive, and thus the provincial governments, private sector and universities must be prepared to do their fair share. CAUT does feel however, that the federal government must fulfill the R&D promises that it made during the early 1980s.

The CAUT Remedy

For this reason, the CAUT's 1988 Resolution on Science Policy calls on the federal government to "develop and implement a definite plan to achieve the objective of increasing Canada's research spending to 2.5 percent of (its) Gross National Product". The resolution urges the government to fund the three federal research councils in the manner recommended by the NABST, namely that their base budgets be ➤

doubled over a three-year period and thereafter indexed at 1.5 times the increase in the Gross National Product. It also requests that the federal government "restore the funding which was withdrawn by unilateral changes affecting the transfers to the provinces for post-secondary education", and begin negotiations with the provinces concerning "additional transfer payments for the indirect costs of research". A final noteworthy policy recommendation urges the federal government to provide the NRC with "supplemental funding" so that it might undertake "long-term commitments to continue to finance adequately cooperative projects involving the universities, where it is clear that only a group of universities and the government can afford very expensive scientific facilities".

The CAUT Resolution on Science Policy also calls on the Mulroney government to recognize two important general principles. The first of these is that: "basic research is essential to the well-being of Canada; that such research is one of the primary responsibilities of universities; that governments are likely to continue as the major financial backers of such research; and that the federal government should continue and develop its long-standing and significant funding role in this area". The other general principle concerns the social sciences and the humanities. CAUT calls upon the government to accept these disciplines as "basic to our understanding of our own and other societies; that most research, particularly fundamental research in these areas, is conducted at the universities; and that the federal government should continue and increase its role in the funding of this research".

Admittedly, increasing federal funding for R&D will not be easy in these times of federal economic restraint. CAUT believes however, that it is essential for the Mulroney government and for Canada's citizens not to view R&D solely as an expense, but more importantly to see it as an investment that can provide a significant return of wealth. As stated by Dr. Robert Fournier, Chair of the Nova Scotia Council of Applied Science and Technology: "Of course the deficit is important, but so is increasing income, and science and technology can prime the pump of economic growth [20]".

■ ■ ■

1. David Vice, "Post-Secondary Education in Canada: a Capital Investment." A presentation to the Standing Senate Committee on National Finance (January 30, 1986), p. 1.
2. Notes for an Address by Brian Mulroney, MP to the University of Toronto PC Caucus Association. McMillan Theatre, University of Toronto. Toronto, Ontario. (March 14, 1984), p. 6.
3. CAUT *Bulletin*. (August 1984).
4. Government of Canada. Ministry of State (Science and Technology), News Release. InnovAction. (Toronto: March 24, 1987).
5. Notes for an Address by the Right Honourable Brian Mulroney, Prime Minister of Canada. (Weizmann Awards, Toronto. March 12, 1990), p. 2.
6. NABST, Report of the National Advisory Board on Science and Technology University Committee. Presented to the Prime Minister of Canada. (Ottawa: Government of Canada, 1988), pp. 57-58.
7. Statistics Canada. Services, Sciences and Technology Division, Science Statistics. (Catalogue 88-001, August 1990), p. 3.
8. This paragraph's statistics are found in Association of Universities and Colleges of Canada, *Trends: The Canadian University in Profile*. (Ottawa: AUCC, 1990), pp. 110, 116.
9. Social Science Federation of Canada (SSFC). Science and Technology Strategy. Brief of the Social Science Federation of Canada to the Standing Committee on Industry, Science and Technology, Regional and Northern Development. (January 24, 1990), p. 9.
10. NABST, Report of the NABST University Committee.
11. See Brian Mulroney, *Where I Stand*. (Toronto: McClelland and Stewart Limited, 1983), p. 40.
12. National Consortium of Scientific and Educational Societies, Federal Funding of Canadian Universities. (Factsheet, March 1990).
13. The Royal Society of Canada, *Underfunding in Universities for Science and Technology: A Statement of National Concern*. (October 1983).
14. David Vice. *Post-Secondary Education in Canada*, p. 19.
15. Harvie Andre, "R&D: It's provinces and industry that are way behind", *The Ottawa Citizen*. (February 27, 1990).
16. John Polanyi, "Science's horse must go before technology's cart", *The Globe and Mail*. (April 23, 1990).
17. Cited in John Polanyi, "Science's horse must go".
18. Cited in Charlotte Gray, "High-Tech Blues", *Saturday Night*. (June 1990), p. 16.
19. Pierre Lortie, "No Hubble telescopes, please", *The Globe and Mail*. (August 13, 1990).
20. Cited in Charlotte Gray, "High-Tech Blues", p. 71.

Commission of Inquiry on the Quality of Education in Canadian Universities

The Association of Universities and Colleges of Canada (AUCC) has established a Commission of Inquiry on the quality of education in Canadian universities, chaired by Stuart Smith, former chair of the Science Council of Canada. CAUT and many of the member associations and provincial associations are planning to make submissions.

In its call for submissions and presentations, the Commission has listed a variety of issues under a number of topics. On some of these, e.g., fees, accessibility, CAUT has policies presently in place. Others, e.g., what examples exist at Canadian universities of specific efforts to improve educational quality, are requests by the Commission itself to do some research. Other questions have simple commonsense answers, e.g., what barriers to improving quality of education exist within the university — we all know that the main problem is lack of funds.

Still others raise issues about which CAUT has not yet developed policy. These include the important issue of the development and use of performance indicators. These are "in the air", propelled there largely by those who either know little about, or care little about, university education. In Britain they have been a tool of Thatcherism in savaging the universities. In the state of Tennessee it led to the introduction of standardized tests to measure improvements in student performance — in spite of a well-known fact that standardized tests stifle creativity and orient teaching to passing the tests rather than to developing the capacity to learn. What is important about indicators is that they measure what is measurable, and are used to further the educational goals of universities, rather than as a tool of bureaucratic rationalization or (as too often happens with course evaluations by students) as occasions for punishment of poor performers as contrasted to opportunities for help and effort in becoming better. Above all, it is important that they be used to evaluate the performance of faculty and librarians only if their use is acceptable to the associations that bargain for these groups.

These issues were discussed in detail at the CAUT Council meeting in November, with the aim of helping both CAUT and the member associations to prepare their submissions to the Commission during its planned cross-Canada tour. The Smith Commission has the potential for good as well as for damage. It is important that we persuade it to recommend policies for the former rather than the latter.

CAUT Policy on Canadianization

Since 1977 CAUT's policy on Canadianization has had, as its central tenet:

a) openings available at Canadian universities should be made known to Canadians by means of advertisements in the CAUT Bulletin and University Affairs and by formal and informal employment services, including departments of manpower or labour. Such searches must not be avoided or their purpose defeated by appointments made on the basis of personal contacts only;

b) the appointment of a person who is not a Canadian or legally a resident of Canada should be justified to the satisfaction of a university of faculty committee.

Recently the CAUT executive appointed an ad hoc committee consisting of Claude Dionne (Moncton), Joyce Lorimer (Wilfred Laurier) and Mark Sandilands (Lethbridge) to review the 1977 Council position.

The Committee requests that individual members concerned about the policy write to Committee on Canadianization, C/O CAUT, 294 Albert Street, Suite 308, OTTAWA, K1P 6E6.

Specifically, please provide views on:

- whether the 1977 Council position is still valid — whether it should be strengthened, weakened, maintained or abolished;
- what you think about the current CAUT position on two-tier advertising and;
- whether there are other ways of encouraging Canadian universities to play a positive role in the enrichment of the Canadian community and national identities as the 1977 policy suggested.

For more information about the CAUT Canadianization policy, please see the October 1990 Bulletin.

Nouvelles brèves du Québec

Au fil des événements (Université Laval): La restructuration des instances décisionnelles – les professeurs disent "non"

Au terme des séances tenues par la Commission sur la restructuration des instances décisionnelles de l'Université Laval, il appert, selon la majorité des participants, que ces dernières devraient contenir à l'avenir un plus grand nombre de membres provenant de l'extérieur de l'Université. Par contre, les opinions sont contradictoires quant aux modalités d'ouverture de l'institution sur le reste de la société. Le rapport de la Commission propose une restructuration des instances et une redistribution des pouvoirs qui leur sont attribués. Ces propositions divergent du projet du recteur Gervais, tout en maintenant le système bicaméral.

Lors des audiences, la FAPUQ, représentée par Michel M. Campbell, a recommandé le maintien de la structure actuelle du Conseil d'administration, quitte à étudier les moyens d'en améliorer le fonctionnement. Monsieur Campbell a exprimé des réticences à placer le pouvoir de décision entre les mains d'hommes d'affaires et de technocrates qui obéissent à des logiques de rentabilité souvent à l'opposé du mode du développement scientifique.

Pour sa part, Ramzi Salamé, président du Syndicat des professeurs (SPUL), a simplement, mais fermement, fait remarquer que «l'administration d'une université ... c'est tout de même très différent de l'administration de tout autre genre d'entreprise». Serge Morin, président du Syndicat des chargé(e)s de cours (SCCUL), a proposé que deux chargé(e)s de cours siègent au Conseil universitaire et au Conseil d'administration pour que soit reconnue la contribution de ces enseignants à la formation des étudiants. Quant à la Confédération des associations d'étudiant(e)s de l'Université Laval (CADEUL), elle s'est dite favorable à une plus grande ouverture du Conseil d'administration, dans la mesure où seulement 50 pourcent des postes disponibles seraient occupés par des personnes de l'extérieur. Elle souhaite également que deux étudiants siègent au Conseil d'administration pour représenter les premier et deuxième cycles.

C'est à la lumière de ces interventions et de plusieurs autres, que la Commission a rédigé son rapport rendu public en octobre. Ce rapport propose un système bicaméral dont les chambres auraient des pouvoirs semblables... Toutefois, en cas de litige, le Conseil d'administration aurait le dernier mot, si 75 pourcent de ses membres s'entendaient sur une solution.

Suite aux audiences du mois de septembre dernier, le Groupe de travail sur la consultation a déposé, le 23 octobre, un projet modifié de restructuration des instances décisionnelles de l'Université qui conserve la proposition du Recteur d'instituer une structure bicamérale, c'est-à-dire un Conseil d'administration et un Conseil universitaire.

En effet, le rapport propose que le Conseil d'administration soit composé de 10 membres de l'extérieur et de 10 membres de l'intérieur ayant voix délibérative avec, en cas d'égalité, un vote prépondérant accordé au président. Ce dernier devrait être choisi obligatoirement au sein des membres de l'extérieur. Parmi les dix membres de l'intérieur, on retrouverait quatre professeurs, un chargé de cours, trois étudiants, un membre du personnel professionnel et un membre du personnel de soutien.

Quand à la composition du Conseil universitaire, elle passerait de 59 à 39 membres, dont quatre doyens provenant des quatre grands secteurs de l'Université, un représentant du secteur collégial et un membre extérieur du Conseil d'administration. Plusieurs mesures sont prévues pour renforcer les pouvoirs du Conseil universitaire. Il devrait, par exemple, participer aux décisions concernant les projets majeurs et les grandes orientations des unités d'enseignement. D'autre part, le budget annuel devrait lui être soumis avant d'être considéré par le Conseil d'administration.

Le rapport propose également une restructuration du Conseil exécutif qui serait composé du recteur, des vice-recteurs et du secrétaire général, relevant du seul Conseil d'administration en ce qui concerne les comptes à rendre et les mandats.

Ces propositions du Groupe de travail sur la consultation n'ont pas fait l'unanimité. Un membre du groupe, le professeur Michel Pigeon, a présenté un rapport dissident affirmant la supériorité de l'unicaméralisme. D'abord, parce que la mise en place d'une structure bicamérale favorisera inévitablement la concentration du pouvoir décisionnel entre les mains de l'exécutif et, ensuite, parce que les questions de nature pédagogique ne sont pas dissociables des questions de nature financière. Enfin, il estime qu'une réforme interne du Conseil de l'Université actuel serait amplement suffisante.

Des chiffres et des lettres

le compte est Bon

Utilisez les six mobres, au plus une fois chacun, pour arriver au total. Vous pouvez additionner, soustraire, multiplier ou diviser. UNE MINUTE par problème!

Exemple:

6 5 25 4 50 25 319

Solution:

[(25 + 50) x 4] + 25 - 6 = 319

1. 50 4 10 3 8 1 221
2. 9 1 2 75 25 3 313
3. 25 50 10 8 7 3 783
4. 7 6 3 9 8 5 303

Le mot le plus long

Composez le mot le plus long possible en agençant les six lettres proposées. Les formes du féminines, du pluriel, etc., sont permises. UNE MINUTE par problème.

Exemple:

TESEQOPRZ PORTÉES(7)

1. UDORECETI
2. CERIDEGID
3. SOCECEDAR
4. RAQNUNEIM

Forum (Université de Montréal): La CREPUQ refuse de se prononcer sur les questions politiques

La CREPUQ ne se prononcera pas, lors des audiences de la Commission parlementaire sur l'avenir constitutionnel du Québec, sur des questions relatives au statut politique de la province. Elle s'exprimera plutôt sur des questions qui touchent directement les universités. C'est ce qu'a déclaré le recteur de l'Université de Montréal, Monsieur Gilles Cloutier, lors de son allocution devant l'Assemblée universitaire.

En effet, les recteurs membres de la Conférence considèrent de leur devoir de se prononcer publiquement sur des questions qui touchent l'avenir des universités. Mais ils refusent de prendre position sur les questions relatives à la vie politique de la société à cause de la pluralité d'opinions qui s'exprime dans les universités et par respect de la liberté d'expression dont jouissent les professeurs.

Toutefois, ces derniers ont été encouragés à partager ouvertement leurs réflexions sur les questions importantes concernant l'avenir du Québec. «J'estime, a ajouté le Recteur, qu'il existe une responsabilité universitaire qui doit s'exercer à titre personnel, en vue d'éclaircir les problèmes majeurs qui touchent les aspects sociaux, économiques et politiques de notre société.»

En Tête 90 (Université du Québec à Trois-Rivières): L'UQTR décerne trois distinctions honorifiques

Cet automne, l'Université du Québec à Trois-Rivières (UQTR) décernera trois distinctions honorifiques. Une médaille de l'Université sera remise à Monsieur Gilles Beaudoin, maire de la Ville de Trois-Rivières, pour souligner la collaboration, depuis 20 ans, de son administration avec l'Université. Mentionnons l'utilisation par l'université d'un bâtiment de la ville pour des fins académiques et sportives.

Une deuxième médaille sera attribuée à Monsieur Maurice Lavallée, président du Conseil d'administration de la fondation du CEU de Trois-Rivières. L'UQTR témoignera ainsi de sa reconnaissance à un organisme qui a pour but de favoriser le développement universitaire en fournissant l'aide financière aux professeurs et aux étudiants. Elle souligne surtout l'implication exceptionnelle de Monsieur Lavallée dans le domaine de l'éducation et du développement universitaire.

Enfin, le Prix de l'Université du Québec à Trois-Rivières sera remis à Monsieur Marcel Duchesne, président de la firme Duchesne et Fils de Yamachiche. Depuis plus de cinquante ans, Monsieur Duchesne a développé une entreprise solide et a apporté un appui crédible à de nombreux mouvements socio-économiques et universitaires. De plus, il siège au Conseil d'administration de la Fondation universitaire du Centre du Québec.

L'UQAM (Université 2du Québec à Montréal): L'UQAM et Hydro-Québec – sept conférences sur l'environnement et la société

Le rapport Bruntland sur l'environnement a mis en lumière, entre autres, les dangers mortels accompagnant les modifications des systèmes planétaires dues à l'incapacité de l'homme d'y intégrer ses activités. Suite à ce rapport, et pour réagir aux dangers qui nous menacent, l'UQAM et Hydro-Québec ont mis sur pied sept conférences sur le thème: Environnement et société. Les conférences ont porté sur les sujets suivants: les préoccupations économiques conjuguées à celles de l'environnement; la réglementation dans les domaines scientifiques; les stratégies pour contrer l'effet de serre; la divergence des intérêts de l'entreprise et de l'environnement; les conséquences socio-économiques du réchauffement en Amérique du Nord; les changements globaux du climat; et finalement, l'évaluation des intérêts humains face aux bouleversements environnementaux. Des intervenants de renom, tel Duncan Ellison, John Maddox, Bernard Lamarre, Roger Barry, Jean-Claude Duplessy et Rodney Dobell ont présenté les conférences et animé les débats.

The Mulroney Government and Access to Information

Introduction

As computers and video machines pave our way towards an increasingly information-oriented society, access to information has become more and more necessary.

Traditionally, Canada has combined its democratic, parliamentary system of government with sweeping administrative secrecy. Yet individuals and organizations like CAUT need to have access to government information so that they can evaluate government activities and participate in the creation of public policy. Furthermore, access to information is important for the success of the academic research conducted by the 25,000 university professors and professional librarians represented by CAUT.

Plus ça change.. ?

Therefore, it is distressing to note that the Mulroney government has a curious ambiguity about access to government information.

On the one hand, CAUT has found that the present government's ministers and senior public servants are much more accessible than their predecessors for interviews and informal consultations on government proposals. This course was set by Brian Mulroney during the 1984 election campaign, when he promised to put an end to what he perceived as being the federal government's "addiction" to secrecy:

"Not since the last war have Canadians had a government so obsessed with secrecy as they have today."

"The reason for government secrecy today is to keep vital information from the Canadian people."

"Secrecy and stonewalling have become a habit with the Government of Canada and we will never break the habit until we change the government."

"The differences between the present administration and a new Conservative government is simply this: the present government believes you have only limited rights to know; Conservatives believe you have every right to know.!"

Yet at the same time, the Conservatives are obsessed with secrecy about documentation. They appear to be fundamentally opposed to the spirit of the *Access to Information Act* which was, of course, inspired by two former Conservative MPs — Gerald Baldwin and Howard Baker — and which has been strongly supported by CAUT over the years.

MP Revieu and Government Response

When the Act was adopted in 1982, the previous Liberal government added the proviso of a parliamentary committee review after three years. Following this review, the House of Commons Standing Committee on Justice and the Solicitor General issued a report entitled *Open and Shut: Enhancing the Right to Know and the Right to Privacy* in 1987. The report suggested a series of amendments to the Act which CAUT urged the government to implement as soon as possible because they would have made government much more open. In response, later that year the government produced a tepid report entitled *Access and Privacy: The Steps Ahead*, which seems to define the *Access to Information Act* as a last resort for obtaining information.

Since 1987, the Mulroney government has failed to pass any legislation that would improve access to government information. Indeed, it has adopted or proposed legislation with confidentiality provisions that go beyond the exemptions listed in the *Access to Information Act*, thereby rendering futile any attempts at judicial review. Examples of such legislation are the revised *Transport Act*, the *Workplace Hazardous Products Act*, the *Shipping Conference Exemption Act*, the *Aeronautics Act*, the *Canada-Newfoundland Atlantic Accord Implementation Act*, the *Canada-Nova Scotia Oil and Gas Agreement Bill* and the *Softwood Lumber Products Export Charge Act* [2].

Therefore, it is no wonder former Information Commissioner Inger Hansen noted in her 1989-90 annual report to Parliament that the "political will in support of freedom of information could be stronger [3]". Such a situation is unfortunate because there is no lack of problems in this area. What follows is a summary of these problems as presented by CAUT, the Social Sciences Federation of Canada, the Canadian Historical Association and other interested parties to the House of Commons Standing Committee on Justice and the Solicitor General in 1986 [4]. They are problems that remain unsolved in the struggle to facilitate access to information for academics.

A P.R. Poblem

First of all, the *Access to Information Act* is not well-known by Canadians. Lack of public understanding of the Act lies at the heart of many access difficulties because, as the government itself states in its 1990-91 Expenditure Plan for the Office of the Information Commissioner, the volume of information requests is dependent "almost entirely on public demand [5]".

Yet as the government also admits in the same Expenditure Plan it has not been able to fulfill its commitment to launching a public awareness plan – a promise dating back to the 1987 Steps Ahead report. This is because the Information Commissioner's complaint investigation workload "keeps increasing and resources were not available [6]".

Oaths, Attitudes and interpretations

Secondly, every federal public servant is required to swear the following oath: "I ... solemnly and sincerely swear that :.. I will not, without due authority ..., disclose ... any matter that comes to my knowledge by reason of ... (my) employment, so help me God". Obviously, some public servants are uneasy because they believe records disclosure may constitute a violation of their oaths of secrecy.

This unease is often complicated by numerous beliefs common among many public servants. These beliefs include the fears that disclosure could embarrass their minister, or that premature discussion of new initiatives could prejudice them, or even that policy advice will be less frank and forthcoming because of access to information. As a result, the Information Commissioner's 1989-90 Annual Report states that "bureaucratic resistance to freedom of information could be weaker [7]".

The third problem of the *Access to Information Act* is that its section 10(2) stipulates that the government is not required to indicate whether a record exists. This tempts officials to take either an extremely legalistic or an extremely liberal interpretion of an information request in order to avoid fulfilling that request.

Time Limits and Injury Test

Another problem that arises is that some government institutions frequently do not comply with the 30-day time limit set in the *Access to Information Act* for responding to applications for information. The Information Commissioner has identified the major causes of delays as:

- lack of sufficient staff in departments,
- the process necessary to get the departmental decision to give or deny access, and
- the need for consultation between government institutions.

The Commissioner has also noted that the number of completed delay and time extension investigations and their percentage of the total information access complaints has risen from 27 percent in 1984-85 to 71 percent in 1989-90 [8].

The fifth information access problem that exists is that the Act does not contain an injury test. Despite the recommendation made by the Information Commissioner in 1987 that exemptions to the provisions of the Act should contain an injury test and be discretionary, no governmental action has been taken to remedy this problem.

Personal Information

Access difficulties also arise due to the Act's 20-year moratorium on the disclosure of personal information, including representations made by lobbyists and other interested parties concerning government policies.

In the case of individuals dealing with public policy matters, a researcher must be able to demonstrate that the individual has been deceased for more than 20 years, or was born more than 90 years ago. Yet at the same time, no provision exists for the notification of a living individual when it is proposed to release his or her personal information in the "public interest". Nor is there any provision which allows for, as CAUT has advocated, the release of documents from individuals who are lobbying the federal government on public policy matters and not dealing with any questions of personal information.

Cabinet Documents

The seventh problem noted by CAUT and other parties interested in access to information is the unexpectedly - wide latitude taken by the government in defining "cabinet documents" under the Act. This term has been used to severely limit access to correspondence on public policy, background studies and other documents relating to federal-provincial affairs and the operations of government. For CAUT, this restriction is particularly unfortunate because it can be used to prevent access to information about federal-provincial funding and other shared cost programs in postsecondary education and research.

Factual material, as opposed to subjective policy advice, in cabinet documents should be available unless an exemption in the Act is applicable. The 1987 report of the Standing Committee on Justice and the Solicitor General which examined government information access issues recommended that a suitably worded discretionary exemption, not exclusion, protect cabinet secrecy.

However, the Mulroney government rejected this recommendation on the basis that it would impinge on cabinet confidentiality and undermine the convention of collective ministerial responsibility.

Archive Preservation

For research to be meaningful, researchers must have access to historical government data. That is why CAUT's concern about research also includes an interest in the preservation of the archives — a matter of particular interest to historians.

Access to government information must be coupled with responsible policies concerning the transfer of departmental and crown corporation files to the archives. Files that were open in the past should not be inadvertently closed either through careless storage or an inflated sense of their potential to embarass present-day officials. ➤

This was an important aspect of representations made to the federal government in 1986 by the Canadian Historical Association, and supported by CAUT and the Social Sciences Federation of Canada. Memorial University History Professor Greg Kealey also made this point in relation to the RCMP and CSIS last April during his testimony before the House of Commons Committee reviewing the CSIS and the Security Offences Acts [9].

Fees on Research

The final information access problem to be noted is that the Act does not consider access for research purposes as being in the public interest, and thereby not subject to a compulsory fee waiver. The problem is particularly acute for those researchers who are asked to put up large sums of money in advance and then receive information which is virtually useless for research purposes.

Despite this difficulty, it is unlikely that the Mulroney government will take action. On the contrary, it appears ready to adopt amendments to the *Access to Information Act* which would impose mandatory user fees on individuals who apply for information under the Act. As Justice Minister Kim Campbell stated during an appearance before the Standing Committee on Justice and the Solicitor General last May 10th:"There are lots of different ways that people use access to information, and we do have a very significant deficit, which we have to address. There are, for example, people who use access to information to gain copies of reports the government has commissioned and paid for, and then use them for their own commercial purposes. I am not sure that was the intent of the access to information law. [10]"

However, this statement still raises a fundamental question: Why should the public be charged for gaining access to information that was acquired with the public's tax dollars?

Conclusion

In her 1987-88 annual report, the former Information Commissioner condemned the federal approach to access to information. She accused the government of signaling to its public servants that they should use their powers to block freedom of information as much as possible and thus undermine the *Access to Information Act*. Furthermore she stated that the Justice and the Solicitor General Committee's Open and Shut report "laid out the route to an even better Act", but that the government "blocked the road [11]".

CAUT hopes that such unusually caustic remarks from a servant of Parliament, along with the lobbying pressure that it exerts in the forum of public opinion, will encourage the Mulroney government to reconsider its approach to the issue of access to information.

■ ■ ■

Notes

1. Notes for an address by the Honourable Brian Mulroney, P.C., M.P., Kingston, Ontario, August 12, 1984, p. 1.
2. Ken Rubin. "Penchant for secrecy is gutting access law," The Ottawa Citizen, November 18, 1987, p. A9.
3. Information Commissioner of Canada. Annual Report 1989-90, p. 2.
4. Memorandum to the CAUT Council from the CAUT President, March 29, 1988.
5. Government of Canada. Offices of the Information and Privacy Commissioners. 1990-91 Estimates. Part III - Expenditure Plan, p. 21.
6. ibid., p. 8.
7. Op cit, p. 2.
8. ibid., p. 9.
9. House of Commons. Minutes of Proceedings and Evidence of the Special Committee on The Review of the CSIS Act and the Security Offences Act. April 26, 1990, pp. 29:8-29:9.
10. House of Commons. Minutes of Proceedings and Evidence of the Standing Committee on Justice and the Solicitor General. May 10, 1990, p. 34:15.
11. Information Commissioner of Canada. Annual Report 1987-88, p. 7.

Section 80 – The Issues

The current move by B.C. university faculty through their faculty associatinns and umbrella organizations (CUFA/BC and CAUT) to appeal to the International Labour Organization in Geneva has attracted a great deal of media attention. Much has been supportive but some misconceptions remain which demand a response.

The appeal to the International Labour Organization is not necessarily a move to unionize. Many B.C. professors would not be at all interested in forming a union, even though they may deeply resent this government's denial of this basic human right of association.

The feature of University faculty employment which has drawn most attention has been that of tenure. Tenure means the right not to be fired without cause — the same right that most employees in most jobs take for granted after an initial probationary period. Tenure is therefore not unique to university faculty. All other employee groups in the field of education have various forms of tenure and a degree of academic freedom which is similar in reality to the universities. Like other employee groups, professors can be fired for cause.

The right of tenure is perceived by Bruce Strachan, the Minister of Advanced Education, Training and Technology, as being inconsistent with the right to organize. "Those who are guaranteed academic freedom, tenure ... have a commitment to the discipline and I don't know if collective bargaining would aid that." These views suggest that segments of the education field who have those rights do not have a commitment to a discipline and have no guarantee of academic freedom. Such statements seek to separate university faculty from other such employee groups. Faculty, committed to their disciplines as they are, want the right to organize and negotiate with administration on a level playing field.

Strachan continues: "Whatever we have in place in our Universities Act certainly doesn't appear to be impeding the excellence, scholarship and the teaching and research role of our universities. Why change it? In my opinion, there is not a largely dissatisfied faculty in our three universities." Even in the absence of any ministry statistics, the quality of our universities is undeniable. Why should excellent and devoted faculty members allow their desire to have employment rights equal with other sectors to affect their teaching and research? Why should the fact that they don't let it change their dedication be taken as a sign that they have no objection to the policy? If everything is so "excellent" in our universities, why does this government reward the excellent faculty with denial of a basic human right enjoyed by university faculty elsewhere in the country and the world?

Strachan concludes: "The province's universities have reached academic excellence without [removing] such legislation." The logic of denying a basic right to B.C. professors because they have performed so faithfully is unfathomable. As effective as B.C. faculty members are, the effects of lowering relative salaries will ultimately take its toll. Job security is only one aspect of employment. The lifetime earnings of a University professor are lower than those of a schoolteacher. University professors do care about their living conditions, and in a competitive international market, salary will always be a factor in where they decide to settle.

Bruce More, President
U. Vic. Faculty Association
(Edited, with the Author's permission)

reprinted from
Newsletter
Faculty Association of
The University of British Columbia
Volume 23, No. 14
October 26, 1990

Continued from page 13

CSIS on Campus: Security or Intrusion?

with someone who has already been targetted".

To its credit, the government has instituted a program to destroy most of these files, although the process has been delayed by the Deschenes Commission's need to consult files concerning the entry of alleged Nazis into Canada.

Another problem as yet with no satisfactory resolution remains concerning security files . Historians wanting to analyse the history of Canada's security operations including the RCMP, have been consistently blocked. For example, there are still problems about some of the files pertaining to the 1919 Winnipeg General Strike. Profs. Greg Kealey of Memorial University and Reg Whitaker of York University testified about these problems to a parliamentary committee on the five-year review of CSIS. Regrettably, the report only notes it as an area that needs attention.

A few years ago, the government was clearly embarrassed by revelations that CSIS was an essentially anglophone institutinn and that the establishment had killed the training school which was to be a vehicle for attracting university graduates to the service. Since then the schonl has been re-established and the CAUT has been regularly invited to lecture on the nature of academic freedom and what past disputes can teach us about the future operations of CSIS. The service has also more vigorously recruited both francophones and women.

Finally, the Tories have passed new emergency legislation to replace the *War Measures Act*. In 1970, CAUT protested the sweeping powers that were given under the act and its use to round up people without charge. The new emergencies legislation restricts those powers. CAUT welcomed the changes but, like the Civil Liberties Association, thought that there could have been more precision and more restraint in the powers given.

Copyright: Masse declares war

Dear Mr. Masse:

We understand that you have decided to reject the advice of the working parties on education and libraries and to produce phase II of the Copyright Act without any exemptions. We think that this is a gross betrayal of the work that CAUT and many other organizations put into that process so that there could be a reasonable accommodation of the views of both creators and educational users. Both the Hon. Flora MacDonald and your ministry gave repeated assurances that this compromise would be enshrined in the legislation.

We find it offensive that you have settled upon this course of action without any consultation with organizations such as ours which have been actively pursuing copyright issues with your department over an extended period of time. I would remind you that within the past year we have repeatedly asked for an opportunity to meet with you to discuss this topic. We can only assume that, rather than discuss your views openly with us, you preferred merely not to listen to the other side of the argument.

Your decision will have a disastrous effect on a number of university operations.

(a) Science and technology. The vast majority of scientific articles in the world are produced outside of Canada. Our competitors in the United States, Britain and Australia all have an exemption for single copies of articles. This means that they neither have to pay for these articles nor ask for written permission for their use. Nor do they or their libraries have to keep a monstrous bureaucratic record. You are now suggesting that every time a Canadian scientist requests an article, he or she will have to pay but more particularly they will have to get the written permission of the copyright holder. This will, of course, among other matters, paralyze the inter-library loan system since no research library loans the bound copies of its scientific periodicals. Only photostats are circulated. I am quite sure that the university lawyers will insist that no inter-library loan request for a scientific article be honoured without the written permission of the copyright holder. Canadian science will simply grind to a halt under this monstrous arrangement.

Furthermore, most of the money that is generated by the charges for single copies of articles will flow to the United States and none will be returned since, of course, the United States does not levy these charges. It is hard to understand why you want to make this free gift of cash to the Americans without any return.

I am aware that various suggestions have been floated by the artistic community to the effect that the government should encourage scientists to break the law by reducing the penalties or by other similar devices. I cannot think of a more absurd or dishonest approach since educational institutions, above all others, should not be engaged in the business of the massive flouting of the law. That would set a marvellous moral example for their students.

While it may be true that there have been wide-spread practices of disregard for copyright in the past, these grew out of the old, outdated copyright law that existed before 1988. To the extent that such practices still exist, they are in part a remnant of those old ways and in part a product of the expectation that, before long, the promised Phase II would allow for legitimate exemptions of this nature. At the same time it is clear that there has been a substantial change in the direction of respect for copyright under the influence of the new law. Once it becomes clear the policy of the law is against any exemptions, it is hard to imagine that university legal counsel will allow their libraries to continue any such practices.

Moreover, if reduced penalties or other devices did serve the purpose of allowing research to continue without undue detriment from the copyright law, they would do so only by breeding continued disrespect for the entire copyright scheme. Surely laws regulating private rights ought to be reasonable ones that can be obeyed, rather than ones which work only because they can be extensively flouted.

There should be a clear, straight forward and absolute exemption for single copies of scientific and scholarly articles.

(b) Libraries. The compromise would have allowed a series of exemptions to permit libraries to copy out-of-print books, to repair books, to produce a photocopy of a rare book so that the photocopy could be used and the rare book preserved, and the like. Why have you decided to abandon this perfectly sensible approach? No one had any serious objection to these exemptions in your department's working party.

(c) Disabled students. Most Canadian universities of any size have programs for disabled students. There are major programs, for example, for the visually impaired at the universities of Manitoba, Western Ontario, Concordia, Montreal and Laval. These programs require an enormous amount of transcribing into braille, text enhancement, voice recordings and the like. I am aware that some of the spokespersons for the artistic community made it clear in the working party that they wished to charge the disabled the going rate. Failure to impose an exemption will certainly have that effect. It would also have the effect of forcing all these programs to absorb horrendous charges to maintain the bureaucracy to search out, for example, the authors of all the scientific articles who do not happen to belong to a collective. The only reasonable solution is an absolute exemption for programs for the handicapped. Anything less will still retain the costly disadvantages of bureaucracy.

(d) Performances in class. The compromise would have allowed for the performance of plays in class by students and teachers without any audience. It is hard to see why this exemption is removed. It will probably have the effect of persuading teachers that it is simpler to stage Shakespeare in class since he cannot collect royalties and won't require silly bureaucracy prior to putting on one of his plays. This is hardly the way to encourage an interest in the contemporary playwrights who might in turn benefit from the general improvement of the copyright protection under the new law. Was this really the result you had in mind?

Presumably this also means it will be against the law for teachers to copy something on the blackboard without copyright permission, another of the relatively uncontroversial exemptions proposed. A change of heart by the government with respect to such common sense provisions seems to us inane.

There were a number of other perfectly reasonable exemptions in the compromise such as the right to copy news broadcasts for classroom use, put quotes in examinations, etc., all of which in our view should be part of your legislation.

Through the last few years the Department of Communications has pursued a policy of balance between the interests of creators and educational, scientific and library users. For some reason you have decided suddenly and precipitously to throw over this sensible approach. Your action will seriously affect the development of science and technology in Canada, harm disabled students at our universities, make it more difficult for libraries to maintain their collections, paralyze the inter-library loan system in scientific and scholarly articles, and more generally create a horrendous bureaucratic problem for universities.

The hon. Marcel Masse, Minister of Communications

I hope that you will reconsider this regrettable decision.

Yours sincerely,

Robert Kerr,
President

cc: CAUT Executive

Claude Lajeunesse, President AUCC

Jane Arnold, President, Canadian Federation of Students

National Consortium of Educational and Scientific Societies

Francis Whyte, Council of Ministers of Education

Susan Martin, Chargé de recherches CREPUQ

Howard McCurdy, M.P.

Ron Duhamel, M.P.

Senator L. Marsden

ENVIROPRINT

This product was printed using the Enviroprint® process, which uses a combination of recycled paper vegetable based inks, and other natural fibre materials. By choosing the Enviroprint® process. The Green Party of Ontario is taking positive action to help preserve our environment. Compared to traditional printing processes, over the course of one year:

—24 trees will be saved.
—5,742 kwh of electricity will be saved, more than enough to provide a family of four with hot water for 1 year.
—37,095 litres of water will be saved, enough for 494 showers.
—Air pollution will be reduced by 38 kilograms.
—Solid waste will be reduced by 3.21 cubic meters, almost a dumpster full.

PERFORMANCE PRINTING

65 Lorne St., P.O. Box 158 Smiths Falls Ont. K7A 4T1
(613) 283.5650 Ottawa Direct 236 1121
Toll Free 613 area code only 1 800 267 7938
Fax (613) 283 7480

Le droit d'auteur: Masse déclare la guerre

Monsieur le Ministre,

Il appert que vous avez décidé de passer outre le conseil des groupes de travail sur l'enseignement et les bibliothèques et d'aller de l'avant avec la seconde phase de la Loi sur le droit d'auteur sans y greffer de clauses d'exemption. Il s'agit là, à notre avis, d'un sabotage pur et simple des efforts que l'ACPU et de nombreuses autres organisations ont déployés afin d'en arriver à un compromis raisonnable entre les positions des créateurs et celles des intervenants du domaine de l'éducation. À maintes reprises, votre ministère et l'Honorable Flora MacDonald nous ont assuré qu'on ne manquerait pas d'enchâsser un tel compromis dans les textes législatifs.

Il est choquant de constater que vous avez décidé d'agir de cette façon sans d'abord consulter les organisations comme la nôtre, qui depuis longtemps déjà discutent des droits d'auteurs avec votre ministère. J'aimerais vous rappeler qu'au cours de la dernière année, nous avons à maintes reprises demandé à vous rencontrer afin d'aborder ce sujet. On ne peut s'empêcher de croire que, plutôt que de faire connaître ouvertement vos opinions, vous avez préféré faire la sourde oreille aux arguments que vous présentaient les autres parties.

La décision prise par votre ministère aura des effets désastreux sur de nombreux volets des activités universitaires.

a) Sciences et technologie. La grande majorité des articles scientifiques sont rédigés à l'extérieur du Canada. Nos concurrents des États-Unis, de la Grande-Bretagne et de l'Australie bénéficient d'une exemption pour les copies uniques d'articles. Ainsi, ils n'ont pas à payer ces articles ni à demander à leur auteur une autorisation écrite pour les utiliser. De plus, leurs bibliothèques n'ont pas à tenir de gigantesques dossiers bureaucratiques. Ce que vous demandez maintenant, c'est que chaquefois qu'un scientifique canadien désire un article, non seulement il paie, mais qu'il demande la permission écrite du détenteur du droit d'auteur. Une telle façon de procéder aura entre autres comme conséquence de paralyser le système de prêts entre bibliothèques, puisqu'aucune bibliothèque de recherche ne prête les copies reliées de ses périodiques scientifiques. Seuls nos photostats sont distribués. Je suis presque certain que les avocats universitaires insisteront pour qu'aucune demande de prêt interbibliothèque ne soit approuvée sans la permission écrite du détenteur du droit d'auteur. Cette procédure révoltante n'aura pour effet que de paralyser petit à petit le secteur scientifique canadien.

En outre, la majorité des sommes tirées suite à l'application de cette loi ira aux États-Unis et aucun argent ne nous sera retourné puisque les États-Unis ne perçoivent évidemment pas de frais sur les copies uniques d'articles. Il est difficile de comprendre pourquoi vous faites ce cadeau aux Américains sans rien obtenir en retour.

Je sais que de nombreux représentants de la communauté artistique ont suggéré que le gouvernement encourage les scientifiques à enfreindre la loi en diminuant les peines ou autrement. Je ne peux penser à une façon de procéder plus absurde ou plus malhonnête, car plus que n'importe qui, les établissements d'enseignement ne devraient pas enfreindre la loi. Ne s'agirait-il pas là d'un exemple merveilleux de moralité pour leurs étudiants.

Il est peut-être vrai que par le passé, on a souvent bafoué les droits d'auteur, mais on parle ici des textes législatifs désuets qui existaient avant 1988. Dans la mesure où les pratiques courantes d'alors persistent, il s'agit, en partie, de vestiges du passé et en partie, du résultat de cette attente légitime selon laquelle, avant longtemps, la seconde phase promise comporterait des exemptions de cette nature. En même temps, il est clair qu'il y a eu un changement important au chapitre du respect des droits d'auteur sous l'influence de la nouvelle loi. Une fois établi que la lettre de la loi interdit toute exemption, il est difficile d'imaginer que les conseillers juridiques des universités permettront à leurs bibliothèques de poursuivre de telles pratiques.

Par ailleurs, si des peines réduites ou d'autres dispositions permettaient aux recherches de se poursuivre sans être punies indûment par la Loi sur le droit d'auteur, elles n'auraient cet effet qu'au prix d'un manque de respect constant à l'égard du concept de droit d'auteur. Il est évident que les lois régissant les droits individuels doivent être des lois raisonnables auxquelles on peut obéir, plutôt que des lois qui ne fonctionnent que parce qu'on peut les enfreindre à volonté.

Il devrait y avoir une exemption claire, simple et totale concernant les copies uniques d'articles scientifiques et érudits.

b) Bibliothèques. Le compromis aurait permis d'établir une série d'exemptions permettant aux bibliothèques de copier des livres épuisés, de réparer des livres, de photocopier des livres rares afin de préserver les copies originales, etc. Pourquoi avez-vous décidé de laisser tomber cette approche des plus logiques? Pourtant, aucun membre du groupe de travail de votre ministère n'a soulevé d'objections sérieuses à l'égard de ces exemptions.

c) Étudiants handicapés. La plupart des universités canadiennes, quelle que soit leur taille, offrent des programmes aux étudiants handicapés. Ainsi, il existe des programmes importants à l'intention des handicapés visuels aux universités du Manitoba, de l'Ouest de l'Ontario, Concordia, de Montréal et Laval. Ces programmes exigent un volume énorme de transcriptions en braille, d'améliorations de texte, d'enregistrements vocaux, etc. Je sais que certains porte-parole de la collectivité artistique au sein du groupe de travail ont clairement établi qu'ils désiraient que les personnes handicapées paient le taux applicable. Le refus de les exempter de ces frais aura certainement cet effet. Il aura aussi l'effet d'obliger d'imputer à ces programmes des frais considérables afin de mettre en place le système bureaucratique nécessaire, par exemple, pour rechercher les auteurs uniques de tous les articles scientifiques. La seule solution raisonnable consiste à adopter une exemption totale pour les programmes destinés aux personnes handicapées. Toute mesure de moindre portée entraînera encore une bureaucratie coûteuse.

d) Rendement en classe. Le compromis proposé aurait permis aux professeurs et aux étudiants de jouer des pièces en classe, sans auditoire. Il est difficile de comprendre pourquoi on écarte cette exemption. Maintenant, il est fort probable que les professeurs seront persuadés qu'il est plus facile de monter une pièce de Shakespeare en classe, puisque ce dernier ne peut percevoir de redevances et qu'il ne les fera pas passer par un système bureaucratique stupide. Ce n'est certainement pas là une façon de stimuler l'intérêt à l'égard des auteurs contemporains qui pourraient, à leur tour, bénéficier d'une amélioration générale de la protection du droit d'auteur en vertu de la nouvelle loi. Est-ce réellement là le résultat que vous visiez?

Il sera également sans doute illégal pour les professeurs de copier quelque chose au tableau sans obtenir au préalable la permission au chapitre du droit d'auteur. Il s'agit ici d'une autre exemption proposée qui n'a presque pas soulevé de controverse. Le changement d'attitude adopté par le gouvernement à l'égard de cette disposition logique nous semble tout simplement insensé.

Le compromis proposé prévoyait un certain nombre d'exemptions parfaitement raisonnables, par exemple, le droit de copier les bulletins de nouvelles pour les utiliser en classe, utiliser des citations dans les examens, etc., exemptions qui devraient toutes, selon nous, faire partie de la nouvelle loi.

Ces dernières années, le ministère des Communications a adopté des politiques visant à obtenir un équilibre entre les intérêts des créateurs et ceux des utilisateurs des établissements d'enseignement, des bibliothèques et du secteur de la science. Pour une raison que nous ignorons, vous avez soudainement décidé d'écarter cette approche logique. Par vos gestes, vous porterez gravement atteinte au développement de la science et de la technologie au Canada, nuirez aux étudiants handicapés de nos universités, rendrez la vie plus difficile aux bibliothécaires qui tentent de conserver leurs collections, paralyserez le système de prêts entre bibliothèques en ce qui concerne les articles scientifiques et érudits et, dans l'ensemble, créerez un problème bureaucratique de taille pour nos universités.

Je souhaite vivement que vous reconsidériez cette décision regrettable et vous prie d'agréer, Monsieur le Ministre, l'expression de mes sentiments distingués.

Le président,
Robert Kerr

c.c.: Comité de direction de l'Association canadienne des professeurs d'université
Claude Lajeunesse, président, Association des universités et collèges du Canada
Jane Arnold, présidente, Fédération canadienne des étudiants
Consortium national des sociétés scientifiques et pédagogiques
Francis Whyte, Conseil des ministres de l'Éducation
Susan Martin, chargée de recherche, Conférence des recteurs et des principaux des universités du Québec
Howard McCurdy, député
Ron Duhamel, député
L. Marsden, sénateur

From the Hill

Question Period in the House.

October 23, 1990

Goods and Services Tax

Mr. Howard McGurdy (Windsor - St. Glair): Mr. Speaker, last night the Prime Minister, in response to a student who protested the application of the GST to books, said the following: "My hope and expectation is that once we get it in and get it implemented, we are going to be able to revise the tax code in such a way as to ensure that the quite sensitive and sensible question you raise can be dealt with, with satisfaction."

My question is for the Minister of Finance. What on earth does the Prime Minister mean? Does he mean that the government was wrong to apply the tax to books in the first place? Does he mean he is going to remove it next year? Does he mean he is going to remove it now? Why doesn't he remove it now?

Hon. Michael Wilson (Minister of Finance): Mr. Speaker, I believe I have responded to that question. What I have said in previous answers in the House today is that with any tax initiative, particularly a tax initiative of this sort of magnitude, we always review the implementation. We always review the impact of the tax as it affects different people. We are quite prepared to do that in this case, as indicated by the Prime Minister yesterday.

La taxe sur les produits et services

M. Howard McGurdy (Windsor - Sainte-Glaire): Monsieur le Président, en réponse hier soir à un étudiant qui protestait contre l'application de la TPS aux livres, le premier ministre a déclaré: «J'espère qu'une fois que nous l'aurons fait adopter et fait mettre en application, nous pourrons réexaminer le code fiscal de façon à pouvoir régler avec satisfaction la question très délicate et très raisonnable que vous soulevez.»

Voici ma question au ministre des Finances: Que diable le premier ministre veut-il dire? Veut-il dire que le gouvernement a eu tort d'appliquer la taxe aux livres pour commencer? Veut-il dire qu'il va la supprimer l'an prochain? Veut-il dire qu'il va la supprimer maintenant? Pourquoi ne la supprime-t-il pas maintenant?

L'hon. Michael Wilson (ministre des Finances): Je crois avoir répondu à cette question, monsieur le Président. Lors de réponses que j'ai déjà faites aujourd'hui à la Chambre, j'ai dit que pour n'importe quelle mesure fiscale, et d'autant plus pour une mesure d'une telle ampleur, nous en réexaminons toujours l'application. Nous en réexaminons toujours les répercussions pour différentes catégories de contribuables. Nous sommes tout à fait disposés à le faire dans ce cas, comme le premier ministre l'a dit hier.

October 26, 1990

Polytechnical School Victims

Mr. Mac Harb (Ottawa Centre): Madam Speaker, my question is for the Minister of Industry, Science and Technology. Last December in Montreal, the killing of 14 female students shocked the whole country. The Canadian Association of University Teachers submitted to the government two proposals to establish scholarships in memory of these victims. The Minister of Science wrote back to assure the Association of his support and cooperation in finding the money to implement its proposals.

Madam Speaker, this letter was written in May and nothing has been done so far. I want to ask the Minister when he will establish these scholarships in memory of the 14 female students?

Hon. Mary Gollins (Associate Minister of National Defence and Minister responsible for Status of Women): Madam Speaker, as the honourable member knows, we continue to work with a variety of organizations who have put forward some very creative and interesting proposals on scholarships for women in engineering, both at l'École Polytechnique and at other universities across the country. I have met with the Canadian Association of University Teachers to discuss these proposals, with my colleague the Minister of Science, and discussions are ongoing with NRC to ensure that we will have a proposal for scholarships which will be appropriate. I hope we will be able to come forward with announcements in the near future.

26 octobre 1990

Les victimes de l'École Polytechnique

M. Mac Harb (Ottawa-Centre): Madame la Présidente, ma question s'adresse au ministre de l'Industrie, des Sciences et de la Technologie. À Montréal l'an dernier, au mois de décembre, une tuerie au cours de laquelle 14 étudiantes ont perdu la vie a bouleversé le pays tout entier. L'Association canadienne des professeurs d'universités a soumis deux propositions au gouvernement afin d'établir des bourses à la mémoire de ces victimes. En réponse à la demande de cette association, le ministre des Sciences a dit, et je le cite: «Je peux vous assurer de mon appui et de ma collaboration afin de trouver des fonds pour mettre en place vos proposition».

Madame la Présidente, cette lettre date du mois de mai et rien n'a été fait jusqu'à maintenant. Alors, je demande au ministre: Quand va-t-il établir ces bourses à la mémoire de ces 14 étudiantes?

L'hon. Mary Gollins (ministre associée de la Défense nationale et ministre responsable de la situation de la femme): Madame la Présidente, comme le sait le député, nous continuons de collaborer avec les divers organismes qui ont soumis des propositions très originales et intéressantes au sujet des bourses octroyées aux femmes qui font des études d'ingénieur à l'École Polytechnique et dans d'autres universités canadiennes. J'ai rencontré, en compagnie du ministre des Sciences, des représentants de l'Association canadienne des professeurs d'université pour discuter des propositions qu'ils ont soumises. Nous avons également entrepris des discussions avec le CNR en vue d'élaborer une proposition qui sera acceptable concernant l'octroi de bourses. J'espère que nous serons en mesure de vous annoncer quelque chose très bientôt.

CAUT Membership Fees Exempt from GST

(In April 1990, the House of Commons passed the GST bill which has now been sent to the Senate for consideration. Although not yet law, the GST is scheduled to take effect January 1, 1991. The CAUT Council has gone on record as opposing the tax, on the basis that systems of taxation should based fairness and the ability to pay.)

Membership fees paid to CAUT by faculty associations on behalf of its members will be exempt from the proposed Goods and Services Tax. This opinion was rendered by the accounting firm of Deloitte & Touche following a review of CAUT's operations as they relate to the GST. Under the terms of the proposed tax, membership fees will be tax-exempt where members do not receive any direct benefit, other than benefits intended to accrue to all members collectively.

"This opinion also applies to local and provincial faculty associations," stated Gordon Piché, CAUT's Director - Administrative Services. "Union dues are exempt under the legislation in any event and while non-certified associations could elect to make their fees taxable, it would be more costly to their members to do so," he stated.

The study also revealed that registration fees paid to attend CAUT conferences, transfer of funds between CAUT and the GAUT Collective Bargaining Cooperative and the CAUT Defence Fund and charges for the CAUT Arbitration Service will also be exempt from GST. "The legislation provides for tax-exempt transfer of funds between non-profit organizations and trade unions or other non-profit organizations that have been established primarily for the benefit of organized labour. Our legal advisors indicate that, for the purposes of the GST, CAUT and its local and provincial associations will qualify for this exempt status," said Piché.

Advertising and subscriptions to the CAUT Bulletin will be taxable, according to Deloitte and Touche. In general, non-profit organizations do not have to charge GST on advertising sales or subscriptions provided that the intent is to recover direct costs. "Advertising income in the Bulletin exceeds direct costs and is used to subsidize many other of CAUT's activities and therefore will be taxable," stated Piché.

The major effect on CAUT and on local and provincial faculty associations from the proposed GST will be in increased costs. Items such as rent, legal fees, audit fees, translation services and various other overhead expenses will be taxable. Input tax credits, available to commercial enterprises, will not be available to most non-profit organizations such as CAUT. Credits will only be claimable against expenses that apply to taxable income, such as those relating to the CAUT Bulletin.

Stop squawking and start thinking

Now that the academic year is in full swing, expect to start hearing a lot of talk from and about Canada's universities.

Two critical studies are already under way, in fact. University presidents have former Science Council of Canada chairman Stuart Smith travelling the country to see how well their institutions are doing their job. And the Canadian Association of University Teachers has appointed a commission to examine the way universities are governed.

Of course, what those who run our places of higher learning really want to talk about is money - how there isn't enough to stock libraries, outfit laboratories, accommodate students and pay professors, how "quality" research and teaching are still on the verge of collapse.

The cries of poverty will be particularly loud in Ontario, where the New Democratic Party, vaulted from opposition to government benches, has traditionally been sympathetic to higher education concerns. But the lobbying will also be intense in the other provinces, where universities have been less favoured in recent years.

It's safe to predict, though, that the next round of provincial budget-making will leave the country's universities as dissatisfied as ever.

It's not that their case isn't just. Enrolments in most provinces have risen faster than government operating grants. Application rates are climbing even more rapidly. And if the last recession is any indication, interest in university studies will skyrocket in the next few years as a lack of jobs keeps students in school longer and sends more adults back to the classroom for new or upgraded skills.

Indeed, in many institutions, quality has already suffered. In others, increasing numbers of students are being turned away as strict quotas creep through the system.

It's a serious situation that calls for creative solutions. Unfortunately, those in charge of our universities seem able only to crank up the volume on their ever-shriller pleas for more money and their ever-more-cataclysmic warnings about the future should they not get it.

They perform this ritual each year, regardless of the size of their grant, the state of the economy or other legitimate claims on provincial treasuries. Is it any wonder their concerns are not taken seriously? By giving the impression that a province could devote its entire budget to post-secondary education and still not silence the demands for more, universities sacrifice their credibility with both their paymasters and the public.

Of course, higher education is not the only guilty party. Like many other sectors in a society increasingly driven by the single-minded demands of narrow-interest groups, universities ignore the unpleasant reality that resources are finite (despite their infinite capacity to absorb money).

And like their competitors for increasingly limited funds, they operate on the squeaky-wheel principle, believing that if they make more noise than everybody else, they'll receive their due.

The strategy is not only irresponsible, it's futile, because in the ensuing cacophony nobody is heard. And when universities are heard, their claims are inevitably overshadowed by the emotional appeal of the health care and public education systems, their principal rivals for public sympathy and government dollars. Surveys commissioned by higher education boosters may show overwhelming support for universities and great public enthusiasm for more government money. But how can anyone take these self-serving polls seriously when they shy away from any real attempt to gauge the public mood? No one has asked, for example, which existing government services we would forgo to see more of our tax dollars diverted to universities, or how much extra tax we would pay to avoid such trade-offs.

Our governments haven't acted any more responsibly. More often than not, they use the institutions of higher learning as tools of short-term economic planning, downgrading basic research, the humanities and the social sciences and sacrificing the future to the present. Endless federal-provincial bickering and an inability by both levels of government to look beyond immediate political considerations also have paralysed their ability to formulate coherent, long-range policies.

So what's the solution? It certainly doesn't lie in the usual round of knee-jerk calls for higher tuition fees, deregulation, privatization, the abolition of tenure and other simplistic remedies. These create a dozen new problems for each one they solve. Nor is the answer merely massive infusions of cash, even if that kind of money were available.

Perhaps a rethinking of tenure, tuition and government-control issues is necessary – and perhaps eliminating presidential homes, cars and other executive perks financed from university coffers; going to a trimester system to ensure full, year-round use of university facilities and spread the student labour pool beyond the summer months; or actually merging or closing some institutions, facilities or programs.

But none should be applied, with the possible exception of getting universities out of the presidential housing and transportation business, unless they are part of an over-all policy that attempts to address all the issues. These would include whether there is a need for a stronger federal presence in higher education, the quality-versus-access deadlock and, of course, financing.

What is needed is not a bureaucratic exercise in cost-cutting, but solid, critical thinking – the kind we haven't seen too much of recently, on the future of higher education. This shouldn't be too much to ask from our universities which, after all, lay claim to some of the country's top minds.

It's time universities stopped focusing their energy on the quest for government funds they have little chance of getting and entered into a real debate over how we can shape and support higher education well into the next millennium.

Mark Gerson
Globe & Mail
Monday, October 29, 1990.

Mark Gerson is a Toronto journalist who has written extensively on education, until recently as Canadian correspondent for *The Chronicle of Higher Education*, a Washington-based weekly.

CAUT's Response

Mark Gerson *(Globe,* 29 Oct., 1990) suggests that the solution to the problem of funding post-secondary education will be found if educators "stop squawking and start thinking". Governments, he holds, are not going to come up with funding that is adequate to the task asked of universities of making education both accessible and excellent. So we must start thinking up other means to achieve those goals.

Gerson derides the efforts to rethink these things by the Canadian Association of University Teachers (CAUT), with its recently undertaken study of university governance, and by the Association of Universities and Colleges of Canada (AUCC), with its commission on the quality of post-secondary education. But his own suggestions border on the ludicrous: we can solve the problems if we sell the houses in which university presidents entertain and if we stop providing those presidents with transportation. But the report on university salaries of Hay Consultants a couple of years ago noted both that faculty salaries were behind those of comparative groups in both the private and public sectors, and also that perks for university administrators are less numerous than for those in the private sector. The University of Toronto is the third largest employer in the city, behind the two senior levels of government. Does Gerson really think that the time of its Chief Executive Officer is less valuable than that of, say, the vice president of a bank, and that the former, unlike the latter, should make do with shanks pony?

In any case, selling a bit of property and asking our presidents to spend a little more of their time unproductively would hardly solve our problems, which in the end really do require more money. Thus the *Globe* of 3 Oct., 1990 reported on the further influx of students into universities that has occurred this year. "At Guelph", we are told, "the student influx has brought a hasty budget review. The administration has allocated an additional $300 000 to cover some of the costs of adding 60 new sections of classes in family and consumer studies, social sciences and the arts. There is a shortage of classroom space, instructors, and even beds for the students — there are 500 students on the waiting list for a dormitory room." Does Gerson really think there is any way to solve this problem other than by providing additional funding? Does he really think that the president giving up his car will provide enough money for a new residence?

Gerson clearly has not done much thinking himself. It would be better if he were to join with CAUT and AUCC to do some serious thinking about the problem, including ways in which to convince governments to provide the funds for the educational and research tasks that the universities have been asked to undertake. Perhaps Gerson could help us figure out why a domed stadium has a much greater financial priority than investing in the youth of our country. But it is certainly clear that until Gerson has engaged in some real thought, he should stop squawking.

Fred Wilson
University of Toronto

Further response ➤

Letters to the Editor

Gender Justice and Relations Between Men and Women:

Evidently, no one else wrote in over the summer in regard to Allan Greer's personal attack on me and others (*CAUT Bulletin*, letters, May 1990); I wish therefore to respond now.

For speaking out against a certain type of feminist who say hateful things about men in general, I am accused by Professor Greer of saying that "women who demand equality are motivated by hatred towards men". That accusation by him is a vicious falsehood. Apparently he thinks one cannot oppose evil done in the name of a good cause without attributing illegitimate motives to others in the cause. That any university professor should be guilty of such black-and-white thinking is shocking. What is frightening is the fact that this same kind of extremist reasoning is being heard on campuses all over Canada.

A case in point is the reaction to certain events on the University of Alberta campus last year. The evidence is very strong that they were the result of general rowdiness, and of hostility toward one individual as an individual; yet ignoring and even deliberately suppressing such evidence, certain individuals and news media presented the events to the world as the result of bigoted attitudes toward women. The evidence I have seen indicates the same gross distortion of events at certain other campuses last year.

(In a similar vein, *the Globe and Mail* failed to report my other, primary speculation about Marc Lépine: of a rigid view of male and female roles, revealing the need for continuing efforts to change society in that regard. I will send a copy of my original remarks to anyone who cares to know what I actually said.)

If any problem demands all the ethical and intellectual integrity we can bring to bear on it, it is that of gender justice and relationships between the sexes. A number of men and women professors on this campus have come together to work for a more balanced approach to that problem; we urge others to join in the effort.

Ferrel Christensen
University of Alberta

The Editor
The Globe and Mail
444 Front Street West
Toronto, Ontario
M5V 2S9
Dear Editor:

Mark Gerson in his article on higher education suggests that polling about attitudes towards higher education is self-serving because it never asks hard questions about public preparedness to be taxed to support post-secondary education or to make choices. He is quite wrong. In 1982 a national poll conducted for the Secretary of State showed that 64 percent of the public was willing to increase taxation to maintain standards within the universities. Among those with post-secondary education, the rate rose to 76 percent. This was, of course, at a time of severe economic difficulties in the country.

These results have been confirmed in many provinces. In 1985 a Carleton Journalism Poll in Ontario showed that respondents favoured maintaining or increasing government funding for universities even if this meant raising taxes. In 1984 in Alberta 57 percent of all respondents thought that public spending on universities should increase. In the same year another poll in Quebec asked respondents to rank the funding of universities in relation to other public funding. It was third after medicare and the environment but before, for example, aid to industry or transportation. Furthermore 85 percent of the Québecois indicated in the same poll that public support should be increased or maintained. In 1985 a poll in British Columbia showed that 67 percent of respondents thought that funding for universities was not sufficient and 70 percent disagreed with the funding policies of the Social Credit government. When asked an open-ended question about what they might like to cut, there were lots of answers: Expo 86 (27 percent), mega projects like Tumbler Ridge or NE Coal (11 percent), MLA expenses (12 percent), etc. The following year in Saskatchewan 71 percent of respondents thought that government funding for universities should increase to deal with unexpectedly high student enrolments.

What the public really wants is to have its money spent on important matters such as higher education, the environment and health. What the public finds truly galling is mis-spending by the politicians on silly or self-promoting projects - $1.6 million on videos and junk mailing to justify the CST or $17 million on the funding of strip clubs. Not to mention the millions of dollars of waste noted each year by the Auditor-General. A lot of assistant professors could be hired with this money. Nor should we forget the millions provided to the corporate friends of the government in uncollected taxes, subsidies and other devices that allow that curious Canadian phenomenon, the business community which is publicly opposed to government spending but privately lines up at the trough to get its millions and then complains about the money spent on higher education by the federal government.

Why shouldn't the universities squawk about this situation? The media always call on the university community to come down from the ivory tower. We have. In a democracy we have no choice. We are quite happy to justify our position to anyone, especially those with an open mind on the real crisis in university funding. Mr. Gerson and the *Globe and Mail* don't like the results. Why not?

Yours sincerely,

Donald C. Savage
Executive Director
CAUT

Response to Gordon Piché's editorial in the *CAUT Bulletin*, September 1990, entitled "How Many Trees This Time?"

In response to your September 1990 editorial, "How Many Trees This Time", may I say that I am increasingly discouraged that the number of trees used in the manufacture of paper in Canada is so often used as a central indicator of sensitivity to environmental concerns. Piché refers to this as some kind of joke, but it is no joke when used as a headline for an article on environmental action.

Let's dig deeper for a moment into forest management, paper manufacture, and environmental concerns. Recycling paper is an excellent thing to do for many reasons, as Enviroprints "mini-EA" shows. The strong programs of newsprint recycling in the U.S. are driven mainly by a need to reduce urban garbage (i.e. waste going to landfills), and not to reduce the number of trees killed. Of course, it will have the effect of reducing the requirement for virgin fibre (i.e. fresh trees) in paper manufacturing. However, paper fibres can only be recycled a few times before they are reduced to organic particles that can no longer be put into paper. So, despite even full recycling programs, a substantial and steady supply of virgin fibre will need to be maintained for paper manufacture.

..."killing" trees is not necessarily bad ecology (morals are discussed later). Indeed, judicious and careful forest harvesting, including clearcutting in many cases, can be good for the environment in a host of ways including reducing wildfire hazard, protecting soil and water, and creating wildlife habitat (remember, since large and devastating fires are an integral part of boreal-forest ecology, many species of wildlife want and need the opening created either by fire or harvest). I readily point out that recent/current forestry practices in Canada are in much need of improvement on behalf of the environment, and fortunately much progress is being made in this regard. But environmentally and socially sensitive harvest of forest trees in Canada to make paper and wood products is not of necessity an environmental sin. Conservation means wise use, which for me includes harvest.

Using the term "killing trees" is technically correct in reference to harvest, but I don't see this as any different than killing hogs for bacon, fish for fillets, wheat plants for flour, or mosquitoes for nuisance control. So, by all means push strongly for recycling and pollution control, and for improved forest-management practices, but don't argue for humankind to stop "killing" trees. I guarantee that this would give us serious unemployment and product shortages, as well as forests none of us would be too proud of. And by the way, if anyone believes that this nonsense number of 680 trees is a lot to allocate to one year of CAUT Bulletins, I invite you to drive on the Trans-Canada Highway from North Bay to Kenora and count the trees. In Canada we may be facing some local and regional wood-supply shortages in the next few decades, but we are *definitely not* running out of trees.

Peter N. Duinker
Lakehead University

PRESENTING THE SIXTH ANNUAL CAUT LOBBYING CONFERENCE "PREPARING FOR THE 1990S"

GETTING FACULTY CONCERNS ONTO THE PUBLIC AGENDA

The Keys to Effective Lobbying: The Problems and Pitfalls

WHO should attend?

- ✔ faculty looking for the tools and knowledge needed to mount effective lobby on behalf of faculty concerns

WHY attend?

- ✔ get to know what faculty across the country are doing to influence the political process
- ✔ update your knowledge of the issues that will shape universities in the 90s
- ✔ get "hands-on" guidance from the experts on how to maximize media exposure for faculty concerns
- ✔ hear "insider" views of the challenges and pitfalls of influencing the political process in the 90s

WHEN?

Thursday evening, January 31, 1991 to Sunday noon February 3, 1991

HOW? Get Involved! SIMULATIONS:

- ✔ participate in real-life simulations of hot-line radio shows
- ✔ interview the editorial board of your local newspaper
- ✔ stage a successful all-candidates meeting on campus

WORKSHOPS AND SEMINARS

- ✔ join in workshops led by acknowledged experts in a variety of policy areas like science policy, equity legislation, copyright issues
- ✔ learn how to identify and cultivate valuable strategic alliances on and off campus

WHERE?

OTTAWA: The Westin Hotel

HOW MUCH?

$150 (includes reception Thursday evening and lunch on Feb 1 and 2)

Monaging the Media: A Journalist's Perspective

Former **Globe and Mail** Editor ond now **Toronto Star** Columnist Geoffrey Stevens on whot the medio ore looking for ond how they work.

BE A PART OF IT!

Most Faculty Associations send delegates. Contact yours today!

Canada's Science Policy for the 90s: Problems and Prospects

Dr. Arthur W. Moy, former NSERC President, now President of Memoriol University.

REGISTER TODAY! PLACES ARE LIMITED. DEADLINE FOR REGISTRATIONS IS JANUARY 11, 1991
FILL OUT THE FORM BELOW TODAY AND MAIL TO :
Tim Stutt, CAUT
294 Albert Street, Suite 308 OTTAWA K1P6E6
TO BE SURE OF A PLACE, FAX US YOUR REGISTRATION NOW: FAX 613- 237-2105

Registration Form

CAUT LOBBYING CONFERENCE
Jan. 31 - Feb. 3, 1991 — The Westin Hotel, Ottawa

Nome: _____

Associotion nome: _____

Address _____

Telephone (Office) _____ (Home) _____

(Please give both numbers in case of emergency)

Dote of orrival _____ deporture _____

Child core required? Yes ☐ No ☐

- Pleose do not send cosh with this form. Moke cheques payoble to CAUT. No refunds will be mode ofter 15 Jonuory, 1991.
- Confirmotion of registrotion will be sent to you. Receipts will be issued at the Conference.
- PLEASE NOTE THAT LAST MINUTE REGISTRANTS CANNOT BE GUARANTEED HOTEL ROOMS OR PREPAID LUNCHES.

LA SIXIÈME CONFÉRENCE ANNUELLE SUR LE LOBBYING DE L'ACPU «PRÉPARONS-NOUS POUR LES ANNÉES 1990»

LES PRÉOCCUPATIONS DES PROFESSEURS SUR LA PLACE PUBLIQUE

Pour un lobbying efficace: les problèmes et les pièges

QUI devrait y assister?

- ✔ les professeurs cherchant les moyens et les connaissances nécessaires pour exercer des pressions au nom des intérêts des professeurs.

POURQUOI y assister?

- ✔ afin de connaître les réalisations des professeurs d'autres régions du pays pour influencer le processus politique
- ✔ afin de vous mettre à jour sur les questions qui façonneront les universités des années 1990
- ✔ afin d'obtenir des conseils pratiques de spécialistes sur les moyens d'exploiter au maximum les ressources médiatiques pour faire connaître les préoccupations des professeurs
- ✔ afin d'écouter des «initiés» exposer leur point de vue sur les défis et les pièges qui surviennent lorsque l'on influence le processus politique dans les années 1990

QUAND?

Du jeudi 31 janvier, au soir, au dimanche midi 3 février 1991

COMMENT? En participant! EXERCICES DE SIMULATION:

- ✔ participez à de vrais programmes simulés de lignes ouvertes à la radio
- ✔ interviewez le comité de rédaction du journal de votre région
- ✔ animez un débat de candidats à des élections fédérales sur le campus

ATELIERS ET SÉMINAIRES

- ✔ participez à des ateliers animés par des spécialistes dans divers domaines politiques (politique sur les sciences, loi sur l'équité, les questions relatives au droit d'auteur)
- ✔ apprenez à identifier et à cultiver des alliances stratégiques et précieuses à l'intérieur et à l'extérieur du campus

OÙ?

À l'hôtel Westin d'Ottawa

COMBIEN?

150 $ (y compris la réception du jeudi soir et les déjeuners les 1er et 2 février)

Savoir s'y prendre avec les médias: le point de vue d'un journaliste

Geaffrey Stevens, ancien rédacteur en chef du **Globe and Moil** et maintenant chraniqueur au **Taranto Star:** Qu'est-ce que les médias recherchent et camment travaillent-ils.

SOYEZ-EN!

La plupart des associations de professeurs délèguent des participants. Communiquez avec la vôtre dès maintenant!

Dr. Arthur W. May, ancien président du CRSNG, maintenant recteur de l'Université Memarial: **La politique scientifique du Canada paur les années 1990: prablèmes et perspectives.**

INSCRIVEZ-VOUS MAINTENANT! LES PLACES SONT LIMITÉES.
LA DATE LIMITE POUR LES RÉSERVATIONS DE CHAMBRE EST LE 11 JANVIER 1991. REMPLISSEZ LE FORMULAIRE MAINTENANT ET ENVOYEZ-LE À:

Tim Stutt, ACPU
294, rue Albert, Bureau 308 Ottawa K1P 6E6

POUR ÊTRE ASSURÉ(E) D'UNE PLACE, TRANSMETTEZ-NOUS VOTRE INSCRIPTION PAR TÉLÉCOPIEUR AUJOURD'HUI: (613) 237-2105

Bulletin d'inscription

CONFÉRENCE SUR LE LOBBYING DE L'ACPU
31 jan. – 3 fév. 1991 — Hôtel Westin, Ottawa

Nam: _____

Nam de l'associatian: _____

Adresse: _____

Téléphane (bureau) _____ (maisan) _____

(Veuillez indiquer les deux numéras paur les cas aù il y aurait urgence)

Date d'arrivée: _____ de départ: _____

Garde d'enfants requise? Oui ☐ Nan ☐

- Ne pas envayer d'argent camptant. Prière de libeller les chèques à l'ardre de l'ACPU. Aucun rembaursement après le 15 janvier 1991.
- Une canfirmatian de vatre inscriptian vaus sera envayée. Des reçus serant remis à la canférence.
- PRIÈRE DE REMARQUER QUE LES CHAMBRES D'HÔTEL OU LES DÉJEUNERS PAYÉS À L'AVANCE NE SONT PAS GARANTIS AUX PERSONNES S'INSCRIVANT À LA DERNIÈRE MINUTE.

Education: Economic Enterprise or Intellectual Challenge?

Despite the intemperate tone of J.M. McMurtry's "Education for Sale" (*CAUT Bulletin*, September 1990), and his philosophical howler in printing a table entitled "Contradictions in Principle Between the Market and Education Models" which contains not one single contradiction, we would like to join the debate he initiates on education in the era of market-worship.

McMurtry's piece complains about backing the demand for more education with the claim that it is an important factor of production for nations which have to compete in the international market. There is something to this complaint. We propose that the demand should be satisfied, among other reasons, because education is a valuable consumer good which our society can afford to meet the demand for far better than it does. This might perturb McMurtry because he reasons that since education is not merely a factor of production, it should not be thought of as a commodity for sale. Yet the public demands education both for private consumption and as a factor differentiating rich societies from poor ones, and we think this is a strong argument for its dissemination even were it merely a factor of production.

McMurtry is also correct in criticizing "corporate takeover" of education, as he calls it, from which he claims flow all sorts of ills. He is correct that these ills are justified by the claim that education is a marketable factor of production. But why does he go on to refer contemptuously to an author (Bloom) who defends education as a commodity even though that author does so with the claim that education is the most valuable of consumer goods? Most ills, anyway, are justified by good reasons. This does not render the reasons bad; it only exposes the justification as feeble.

McMurtry is wholly on target in denying that education is merely a means. His refusal to admit the obvious truth that education is also a means, however, distorts his presentation of both economics and politics. He romanticizes learning and expresses contempt for ordinary citizens, advocating an education contrary to their choices, an education meant to challenge them, he says. He thus ignores the fact, which we encounter regularly at York, that ordinary citizens wish both to acquire techniques useful in the open market and to meet intellectual challenges. His implication that he, a challenger, is challengeable and therefore extraordinary evokes in us a mixed response: we are glad he is challengeable and we challenge him to reconsider his view of himself as extraordinary, if only because such a view may be a barrier to genuinely inviting challenge. We think no degree of extraordinariness warrants riding roughshod over the views and demands of ordinary citizens. He would do well to challenge his own views by exposing them in the open market of political ideas and advocate increased democratic control of the system of public education. To call the economic view of education corporate and to view corporate education as totalitarian, as he does, is not exactly challenging.

To conclude, in our view, education is both a factor of production and a consumer good, and it can be viewed both as an economic enterprise and as an intellectual challenge. It should be both sold on the open market and rendered available otherwise to those who cannot pay for it — much as food is treated in any society with a social conscience. Education is food for thought, and those who do not supply stones instead of bread need not be averse to having their commodity put on sale. Our responsibility is to ensure that no one is deprived of food and education and other essential items sold on the market for want of means. It is ancient wisdom that competition among scholars is beneficial and that it is vital to see to it that the poor can afford to be educated. McMurtry seems to us to claim that behind every advocate of educational competition lurks a totalitarian, and that all educators should force challenges on their charges. This is excessive. Let us criticize our education system and propose improvements. One improvement we propose is diversification in all sorts of ways, including reconsideration of the vesting of legally enforced monopolies (professional licensing) under the auspices of institutions charged to do research and challenge received views.

I.C. Jarvie
Joseph Agassi
York University

Canadianization and Canada's Business Schools

I read the article on "Canadianization" in the October issue of the *CAUT Bulletin* with great interest. I would be interested in knowing whether the CAUT has done any research on the problem of the hiring of non-Canadians in university business schools. It seems to me that while most of the "traditional" disciplines have gone out of their way since the late 70s to hire Canadians, business schools have not done so. In fact, I have had discussions with several professors in charge of recruiting in business schools and they tell me that for them the Canadian citizen or landed immigrant requirements are a mere formality — that they have carte blanche to hire whomever they want. From an impressionistic look at the faculty of the business schools, I would confirm this. Our business schools have been and are in a better position to hire over the past ten years than other parts of the universities because of the growth of student interest in business studies. I think this means that there aren't too many qualified Canadians who are not employed. But I would guess there are several who have missed the better opportunities and that as recruitment in business schools slows down, there will be a serious problem for Canadian graduates in the future.

Any comments?

Larry Haiven
University of Saskatchewan

I would like to congratulate J.M. McMurtry on his thoughtful article "Education for Sale" in the *Bulletin* of September 1990. I fear that education will continue to be considered as a business as long as university administrators continue to espouse that view and as long as the professoriate remains silent.

John A. Baker
University of Waterloo

October 29, 1990
Dear Sir:

Randal Marlin (CAUT *Bulletin*, October 1990) complains that my article ""Education for Sale"" (CAUT *Bulletin*, September 1990) treats Opus Dei unfairly by referring to it as a player in the global movement towards totalization of big business control of world culture.

In fact, I referred to Opus Dei in passing, between "museums" and "third world generals". I think this positioning of its nature and its influence is about right.

Mr. Marlin requests verification. Despite the secrecy of its membership and its internal practices, certain facts about the Opus Dei are well known from published investigations (e.g., by *The New York Times*, January 8, 1984, which refers to "the totalitarian control of its members"), and from ex-members such as Oxford University's Dr. John Roche, who describes the organization as "sinister, secretive and Orwellian" (quoted in David Yallop, *In God's Name*, Jonathan Cape, 1984, p. 324). What all reports agree on is that Opus Dei is an arch-conservative, institutionally active organization whose functions include control of universities, schools and student residences scattered across North America, and whose world-wide membership is made up of influential business and professional lay Catholics, including university academics.

The rise of Opus Dei to sociopolitical influence began with its founder's role in the formation of Franco's fascist Falange Party in Spain in 1933. By the 1960s, when the Falange was in decline, Opus Dei played an increasingly significant economic-leadership role in General Franco's cabinet. Intractably opposed to Vatican II, perhaps the major reform of Roman Catholicism in the history of the Church, Opus Dei has been more hostile still to Jesuit-led movements of the poor in Latin America, and opposes liberation theology as anathema. It is also known for censorship of intellectual and cultural activities (especially of Marxian writings, but also of Sartre, Kierkegaard and Mill), at its flagship Graduate School of Business at the University of Navarre in Spain. Its schools in Latin America are, according to Tom Harpur (*Toronto Star*, Jan. 22, 1989), attended by the children of the ruling oligarchies and military juntas. It has achieved unprecedented power within the current Vatican of Pope John Paul II, who replaced the deeply pro-third-world and probably murdered Pope John Paul I. (See, for example, the on-site account of this astonishing usurpation of Pope John Paul I's reformist leadership reported in *In God's Name*.) The Opus Dei has since displaced the Jesuit Order in influence in Rome and has been elevated by the current Vatican to the authority of a religious order and Personal Prelature to the Pope (the first lay Catholic organization to be so empowered). It is now almost certainly the most effective pro-business-order organization in the Roman Catholic Church, and has been held largely responsible for "the new fascist mentality in Rome" by such leading reformist Catholics as Father Matthew Fox.

It is more than peculiar that Randal Marlin refers to this very powerful right-wing organization as a "whipping boy", and denounces any association of it with the pattern of repressive control I described in my article.

John McMurtry
University of Guelph

Lobbyist's Notebook
Le carnet du lobbyiste

GST and books

A subset of the great parliamentary drama on the GST has been the debate on the application of the GST to books and periodicals. The Liberal senators moved an amendment in November to eliminate the tax on books. CAUT urged Michael Wilson in a letter this fall to eliminate this tax on student books, and urged Bill Winegard to consider the effect on university research and teaching.

Your favourite foreign bookstore

You will discover one wrinkle of the GST when you order a scholarly publication from a foreign bookstore. The government has decreed that the bookstore must pay the GST in advance with the requisite paper work in order to allow tbe book into the country. There is already evidence that this will cause some such stores to suspend service to Canada because their clientele is so small that it is not worth the bother. These are apt to be just the type of specialty bookstore which finds books for scholars. The government never tires of asking us to do more research, but does the right hand ever speak to the left hand? This type of buréaucratic nightmare can only make research in Canada more difficult. CAUT urged Mr. Wilson to abandon this approach or in the short run to permit the import of single copies of foreign academic and scientific books without demanding payment of the GST.

And your foreign periodicals

The Government has stated that all foreign journals must register with Revenue Canada and pay the GST. Those that do not will be blocked at the border. This will affect thousands of scientific and scholarly journals, many of which are too small or have only a limited Canadian clientele and will certainly not bother. This will be a bureaucratic nightmare for the scientific community. CAUT has vigorously protested and asked the Minister of Science how he intends to protect the scientific community from this nonsense.

Canadianization

Discussions continue between CAUT and the Department of Employment and Immigration concerning exemptions to the two-tier advertising regulations. The Consultative Committee composed of CAUT, AUCC and Employment and Immigration Canada will be meeting as we go to press.

Meeting with Mary Collins

The President of CAUT, the Past President and the Chair of the Status of Women Committee met with Mary Collins, the minister responsible for the status of women, to discuss CAUT's proposals for a federal memorial for the 14 women killed at the Ecole Polytechnique last year.

IRPP Conference

The Institute for Research on Public Policy held a conference recently to consider accounting for value in the universities. It was a gathering mainly of university administrators and government officials. Fred Wilson, the Vice-President and Don Savage, the Executive Director attended. This question is likely to be a matter of ongoing discussion and debate. The IRPP will be publishing an account of the meeting.

Canada Council

The Canada Council tabled its annual report in the Commons. Alan Gotlieb, the Chair, warned that the lack of funds was having an alarming effect on the cultural life of Canada.

Refugees

CIDA recently announced a grant of $5 million to create a centre of excellence at York University for research concerning refugee policy. The grant will be used to integrate refugee research in the areas of settlement, resettlement, repatriation and the law.

Canadian Federation of Students

CFFS recently released a major policy statement entitled "Strategy for Change" calling for an overhaul of the financing of higher education, particularly the transfer arrangements with the provinces.

The National Archives

The federal government announced recently that it would lift the freeze on the building of the new National Archives building in Gatineau.

Security Intelligence Review Committee

A delegation from CAUT headed by the President, Bob Kerr, met with SIRC on November 14th. There was a frank and useful discussion of various aspects of the interface of CSIS with the university world including questions of visiting academics, possible review of the federal policy in this area, the use of informers, relations between CSIS and the security forces of foreign dictators, and the archives. Full details in the January Bulletin.

La TPS et les livres

Le débat sur l'application de la TPS aux livres et aux périodiques est une réplique du grand émoi créé autour de la TPS au Parlement. En novembre, les sénateurs libéraux ont adopté un amendement visant à éliminer la taxe sur les livres. Dans une lettre envoyée à Michael Wilson cet automne, l'ACPU a fortement recommandé de supprimer la taxe sur les livres d'étudiants et a enjoint Bill Winegard de réfléchir à ses répercussions sur la recherche et l'enseignement universitaire.

Votre librairie préférée à l'étranger

Lorsque vous commanderez une publication savante d'une librairie étrangère, vous découvrirez une combine de la TPS. En effet, le gouvernement a décrété que la librairie en question doit payer la taxe au préalable sur la publication demandée pour en permettre l'entrée au Canada. Or, il ne fait pas de doute que cette mesure poussera certaines librairies à suspendre leurs services au Canada parce que leur clientèle est trop réduite pour que cela en vaille la peine. Il est fort probable que ce soit justement le genre de librairies spécialisées qui repèrent des livres pour les universitaires. Le gouvernement n'a de cesse de nous demander d'effectuer davantage de recherche. Est-ce que la main droite sait ce que fait la main gauche? Cette sorte de cauchemar bureaucratique ne peut que rendre la vie difficile à la recherche au Canada. L'ACPU a pressé M. Wilson d'abandonner cette mesure ou, à court terme, de permettre l'importation de copie unique de livres scientifiques ou universitaires étrangers sans exiger la TPS.

Et vos périodiques étrangers

Le gouvernement a déclaré que toutes les revues étrangères devaient être inscrites à Revenu Canada et être taxées. Celles dont la TPS n'aura pas été payée seront bloquées à la frontière. Des milliers de revues scientifiques et savantes seront touchées. Nombre d'entre elles ont un petit tirage ou n'ont qu'un nombre limité d'abonnés canadiens. Les éditeurs jugeront certainement que le jeu n'en vaut pas la chandelle. Pour la collectivité scientifique, cette mesure sera un cauchemar bureaucratique. L'ACPU a vigoureusement protesté et a demandé au ministre des Sciences comment il entendait protéger la collectivité scientifique de ce non-sens.

La canadianisation

Les discussions se poursuivent entre le ministère de l'Emploi et de l'Immigration au sujet des exemptions aux règlements du recrutement à deux paliers. Le comité consultatif, formé de représentants de l'ACPU, de l'AUCC et du ministère, seront en réunion au moment d'aller sous presse.

L'ACPU rencontre Mary Collins

Le président, la présidente sortante et la présidente du Comité du statut de la femme de l'ACPU ont rencontré Mary Collins, la ministre responsable de la condition féminine, dans le but de discuter de propositions pour commémorer à l'échelle nationale les 14 femmes tuées l'année dernière à l'École Polytechnique.

Le congrès de l'IRPP

L'Institute for Research on Public Policy vient de tenir un congrès pour étudier la question de la comptabilité quantitative et qualitative des universités. L'événement a surtout réuni des administrateurs d'université et des représentants gouvernementaux. Fred Wilson, vice-président, et Don Savage, directeur général, étaient présents au congrès. La question risque fort de susciter des discussions et des débats suivis. L'IRPP publiera les états du congrès.

Le Conseil des arts du Canada

Le Conseil des arts a déposé son rapport annuel à la Chambre des communes. Alan Gotlieb, le président, a déclaré, en guise de mise en garde, que le manque de fonds nuisait de façon alarmante à la vie culturelle du Canada.

Les réfugiés

L'ACDI a récemment annoncé l'octroi d'une subvention de ➤

Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: président(e), vice-président(e), et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à des postes aux trois comités permanents de l'ACPU: trois postes au Comité de la liberté universitaire et de la permanence de l'emploi, un poste à celui des bibliothécaires, et deux postes au Comité du statut de la femme, notamment à la présidence du Comité de la liberté universitaire et de la permanence de l'emploi, et à la présidence du Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1991.

Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

Méthode de mise en candidature

Il faut envoyer les candidatures à:
M. Peter King
Président
Comité des élections et résolutions
ACPU
Bureau 308
294, rue Albert
Ottawa (Ontario)
KIP 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste electif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Date limite des mises en candidature

Le Comité de la liberté universitaire et de la permanence de l'emploi:
le 7 janvier 1991
Le Comité des bibliothécaires:
le 7 janvier 1991
Comité du statut de la femme:
le 7 janvier 1991
Toutes les autres mises en candidature:
avant le 31 mars 1991
(si possible)

Description des postes

Le(la) président(e)

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle lcoale ou provinciale.

Le (la) vice-président(e)

La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que cadre supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

Les membres des comités

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

Call for Nominations

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, and three Members-at-large. Nominations are also being sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure – three vacancies, Librarians – one vacancy, and the Status of Women Committee – two vacancies, including, in particular, nominations for Person Chairing the Academic Freedom and Tenure Committee and Person Chairing the Status of Women Committee. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1991.

Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for members of CAUT Standing Committees is three years.

Nomination Procedure

Nominations should be sent to:
Professor Peter King
Person Chairing
Elections and Resolutions Committee
CAUT
Suite 308
294 Albert Street
Ottawa, Ontario
K1P 6E6

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified tn serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines

Academic Freedom and Tenure Committee: January 7, 1991
Librarians Committee:
January 7, 1991
Status of Women Committee:
January 7, 1991
All other nominations:
March 31, 1991 if possible

Description of Positions

The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President

Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nnminated.

Le carnet du Lobbyiste. *suite*

5 millions de dollars à l'Université York pour créer un centre d'excellence spécialisé dans la recherche sur la politique en matière de réfugiés. La subvention servira à intégrer la recherche sur les réfugiés en ce qui concerne leur établissement, leur rétablissement, leur rapatriement et le droit.

La Fédération canadienne des étudiants

La FCÉ a rendu public récemment un important énoncé de principe intitulé «Stratégie pour le changement» qui prône une révision du financement de l'enseignement supérieur, en particulier des transferts fiscaux aux provinces.

Les Archives nationales

Le gouvernement fédéral a annoncé dernièrement qu'il lèverait le gel de la construction du nouvel édifice qui abritera les Archives nationales à Gatineau.

Le Comité de surveillance des activités de renseignements de sécurité

Une délégation de l'ACPU, menée par le président, M. Bob Kerr, a rencontré des représentants du CSARS le 14 novembre. Une discussion franche et utile a porté sur divers aspects des relations du SCRS avec le mnnde universitaire, entre autres la question des professeurs invités, d'un examen possible de la politique fédérale à ce chapitre, du recours à des indicateurs, des relations entre le SCRS et les forces de sécurité des dictatures étrangères ainsi que des archives. Un compte rendu complet de cette rencnntre paraîtra dans le numéro de janvier.

POSITIONS AVAILABLE / POSTES VACANTS

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. A cette fin, ou pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

ACCOUNTING

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1991 or by arrangement. Appointments available until positions filled. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention at the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ACCOUNTING & FINANCE

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Associate Professorship / Lectureship / Senior Lectureship in Accounting or Finance, Department of Accounting & Finance, School of Commerce. The Department of Accounting & Finance is one of the largest in the University with an establishment of 37 academic positions. Teaching and research span all areas of financial and management accounting, and both student numbers and courses offered are expanding. Courses are offered at undergraduate and graduate levels and within the Graduate School of Business. The University is seeking to make appointments at the Associate Professorship, Senior Lectureship and Lectureship levels who are able to contribute vigorously to the teaching and research programmes of the Department. Applicants for positions should have a higher degree together with either a successful record of teaching and research or with appropriate professional experience. Commencing salary will be in the following ranges: Associate Professor $NZ59,850 – $75,920 per annum; Senior Lecturer $NZ52,000 – $67,080 per annum; Lecturer $NZ37,440 – $45,448 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 7 January 1991. Please clearly identify the particular vacancy when requesting information. The University of Auckland — An Equal Employment Opportunity Employer.

ADMINISTRATION

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited from candidates interested in teaching in Accounting. The appointment will be made at the Assistant or Associate level and candidates should have completed their Ph.D. They should possess a commitment to teaching and have an established research track record. Consideration will be given to candidates who are ABD and also to candidates who have considerable industrial experience. Appointments will commence July 1, 1991. The Faculty of Administration offers a four year undergraduate program which has an optional coop work/study component. Students complete their first year in a faculty other than Administration and must possess a 70% average before they transfer to the Faculty. There are about 550 full time students in the final three years of their program. The Faculty also offers a part time Masters degree in Administration and has established a Management Development Program. There are 27 full time positions within the Faculty. Regina, the provincial capital of Saskatchewan, provides access to major cultural and recreational facilities while providing a low cost life style to its residents. The University forms part of the Wascana Center, a cluster of educational, recreational and government resources including the McKenzie Art Gallery, the Saskatchewan Center of the Arts and the Science Center. The University campus is home to Westbridge Computer Corporation, providing the University with one of the largest computer facilities in Western Canada. Regina is also the headquarters for many of the Provinces' Crown Corporations and a number of private companies have their headquarters located in the city, making it an ideal research location. For additional information on this position please contact: Dr. Ed Weymes, Associate Dean, Faculty of Administration, University of Regina, Regina, Sask. S4S 0A2; Office (306) 585-4011; FAX (306) 585-4805; BITNET: WEMYSSED @ UREGINA1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited from candidates interested in teaching in the following areas, Industrial Relations and Marketing. The appointment will be made at the Assistant or Associate level and candidates should have completed their Ph.D. They should possess a commitment to teaching and have an established research track record. Consideration will be given to candidates who are ABD and also to candidates who have considerable industrial experience. Appointments will commence July 1, 1991. The Faculty of Administration offers a four year undergraduate program which has an optional coop work/study component. Students complete their first year in a faculty other than Administration and must possess a 70% average before they transfer to the Faculty. There are about 550 full time students in the final three years of their program. The Faculty also offers a part time Masters degree in Administration and has established a Management Development Program. There are 27 full time positions within the Faculty. Regina, the provincial capital of Saskatchewan, provides access to major cultural and recreational facilities while providing a low cost life style to its residents. The University forms part of the Wascana Center, a cluster of educational, recreational and government resources including the McKenzie Art Gallery, the Saskatchewan Center of the Arts and the Science Center. The University campus is home to Westbridge Computer Corporation, providing the University with one of the largest computer facilities in Western Canada. Regina is also the headquarters for many of the Provinces' Crown Corporations and a number of private companies have their headquarters located in the city, making it an ideal research location. For additional information on this position please contact: Dr. Ed Weymes, Associate Dean, Faculty of Administration, University of Regina, Regina, Sask. S4S 0A2; Office (306) 585-4011; FAX (306) 585-4805; BITNET: WEMYSSED @ UREGINA1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

ADMINISTRATIVE POSITIONS

ST. PAUL'S COLLEGE, UNIVERSITY OF WATERLOO. Dean of the College. St. Paul's College, a liberal arts college of the United Church affiliated with the University of Waterloo, invites applications for the position of Dean of the College. The College teaches courses in Canadian Studies, Psychology of Religion and Religious Studies to approximately 900 students. The Dean's duties will include the oversight and development of the academic program as well as some teaching in one of the college's academic areas. The appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Paul's is committed to the principle of equity in employment. The College encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications close January 15, 1991. Appointment effective July 1, 1991. Address all inquiries to Principal William Klassen, St. Paul's United College, Westmount Road N., Waterloo, Ontario N2L 3G6.

ST. PAUL'S COLLEGE, UNIVERSITY OF WATERLOO. Dean of Residence. St. Paul's College is a teaching and residential liberal arts college of the United Church of Canada affiliated with the University of Waterloo. The College invites applications for the position of Dean of Residence for a three-year definite term. Candidates should enjoy the challenge of working with student residence assistants to build a strong community life for the 150 College residents. Since the College operates a French language residential floor, competence in oral French will be considered an asset. Ability to deal with the spiritual needs of students coming from a wide variety of backgrounds and faiths will also be essential. Half the Dean's time will be devoted to academic activity. This may include teaching courses in any of the following areas: Canadian Studies, psychology of religion, comparative ethics, or koine Greek. The College would consider candidates who are currently working on the Ph.D. The appointment is subject to budgetary approval in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Paul's is committed to the principle of equity in employment. The College encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Direct all inquiries to Dean Stanley McMullin, St. Paul's College, Westmount Road N., Waterloo, Ontario N2L 3G6. Appointment takes effect April 1, 1991 and applications close January 15, 1991.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Atkinson College. Department of Administrative Studies. Four full-time faculty positions in the accounting area. This area includes financial accounting, managament accounting, taxation, auditing and related information systems. Qualifications: either completed or nearly completed PhD, or professional designation and a Master's degree. Rank, tenure status and starting dates are open. Visiting, limited-term positions will also be considered. Teaching duties will be primarily with part-time undergraduate students. Applications, including cv and names of three references, should be sent to: Professor Victor McKinnon, Chair, Department of Administrative Studies, Atkinson College, York University, North York, Ontario M3J 1P3. Application deadline is January 2, 1991, or until the positions are filled. York University is implementing a policy of employment equity. Including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for a limited-term appointment beginning July 1, 1991. A PhD in a Social Science discipline or Administrative/Management Studies and a demonstrated commitment to research are required. Rank, salary and length of appointment will depend on qualifications and experience. The position offers an opportunity for teaching and research in an interdisciplinary administrative studies framework within a Faculty of Social Science. The centre offers courses in such areas as human resource management, information studies, management accounting, organizational behaviour, organizational theory, public/business administration, technology and change, and women in the workplace. Applications (with curriculum vitae and the names of three referees who have been requested to forward letters of reference) should be sent to Professor I. Peter Suttie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

ANTHROPOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. The Department of Anthropology invites applications for a tenure-track position in social/cultural anthropology beginning September 1, 1991. Rank and salary commensurate with qualifications; junior scholars with completed Ph.D. are especially encouraged to apply. Applicants should be fully committed to both teaching and research. Memorial's ten social/cultural anthropologists have a strong record of ethnographic and policy-relevant research and publication concerning sparsely populated regions, primary resource industries, occupations and communities on the fringe of industrial development. A primary focus has been on the North Atlantic region (Newfoundland and Labrador, Norway, the Eastern Arctic, Ireland) with some interests in other areas (Africa, the Caribbean, Latin America, Oceania, Israel). The Department also includes an Archeology Unit with both New and Old World research interests. An M.A. program in either archeology or social/cultural anthropology emphasizes a field research-based thesis. The University and the Province provide a stimulating and challenging setting. Newfoundland and Labrador have a rich and distinct cultural background and a recent history of pressing economic and social problems. Currently, the society is about to experience major industrial development in offshore gas and oil. Frequent seminars by local and visiting anthropologists and other social scientists create a lively intellectual ambience. The University's Institute of Social and Economic Research has a long tradition of supporting anthropological research and publication. In accordance with immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada. Applications including c.v. and the names of at least three referees to: The Chair, Appointments Committee, Department of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Closing date February 28, 1991, decision by April 30, 1991.

UNIVERSITY OF WINNIPEG. The Department of Anthropology, University of Winnipeg, invites applications for a tenure track position to commence July 1, 1991. The Department is undergraduate and consists of six full time faculty with research interests in archaeology, osteology, cultural anthropology and primatology. Research laboratories and major collections are maintained in all of these areas. Subject to budgetary approval, the appointment is expected to be at the assistant professor level. However, in an exceptional circumstance, a more senior appointment may be possible. Though we are replacing an archaeologist, the quality of the candidate may take priority over area of specialization. Salary will be commensurate with qualifications. Please send your application, vitae, and names of three referees by Jan. 15, 1991, to Chair, Personnel Committee, Dept. of Anthropology, Univ. of Winnipeg, 515 Portage Ave., Winnipeg, Manitoba, Canada R3B 2E9. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

ART HISTORY

CARLETON UNIVERSITY. The Department of Art History, subject to budgetary approval, invites applications for a tenure-track position at the level of Assistant or Associate Professor, beginning 1 July, 1991. Qualifications include Ph.D. or professional equivalent, teaching experience, publications, an established research program, and the ability to teach courses and supervise research at the undergraduate and graduate levels in one of the following areas: Inuit art, Canadian photography or Canadian decorative arts. Applicants should also be qualified to teach undergraduate courses in some area(s) of European art history (preferably Baroque). Two half-time appointments may be made instead of one full-time, depending upon applications received. Applications should be sent by 31 January 1991 to: Roger J. Mesley, Chair, Department of Art History, Carleton University, Ottawa, Ontario, K1S 5B6; telephone (613) 788-2342. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested people from these groups are encouraged to apply.

McGILL UNIVERSITY — Faculty of Arts — Department of Art History. Applications are invited for a three-year Assistant Professor (Special Category) commencing in September 1991. Our preference is for someone specializing in Ancient Greek and Roman Art and Architecture with the ability to teach in other areas as well. The successful candidate will have a Ph.D., teaching experience and evidence of scholarly activity. Responsibilities include teaching courses and seminars at both the undergraduate and graduate levels and the supervision of graduate theses. Send application and complete curriculum vitae to Dr. Thomas L. Glen, Chairman, Department of Art

CAUT/Group Insurance

CAUT members are entitled to apply for these low-cost plans:

1. **LIFE INSURANCE** up to $500,000.
2. **PERSONAL ACCIDENT INSURANCE** ($150,000).
3. **FAMILY LIFE INSURANCE** for spouses and children of members.
4. **PROFESSIONAL PROPERTY INSURANCE** books, computers, etc.

For complete details, brochures, applications, premium costs, etc. mail the coupon to:

l'ACPU/Assurance Collective

Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:

1. **ASSURANCE-VIE** jusqu'à $500,000.
2. **ASSURANCE PERSONNELLE EN CAS D'ACCIDENT** ($150,000).
3. **ASSURANCE-VIE POUR LA FAMILLE** sur la vie du conjoint et des enfants des membres.
4. **RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS** livres, ordinateurs, etc.

Pour obtenir des détails complets, brochures, formules d'adhésion, tableaux des primes, etc. postez le coupon à:

Please send me information outlining the CAUT Insurance Plans.

Veuillez, s'il vous plaît, me faire parvenir les renseignements complets sur les régimes d'assurance de l'ACPU.

Name/Nom _____

Address/Adresse _____

City/Ville _____ Province _____ Code _____

KANATIA

CAUT Insurance Trust, P.O. Box 3528, Station C, Ottawa, Canada K1Y 4G1.

Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

History, McGill University, 853 Sherbrooke St. West, Montreal, Quebec, H3A 2T6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Deadline: The closing deadline is February 28, 1991 or until the position has been filled.

UNIVERSITY OF VICTORIA. The Dept. of History in Art invites applications for a tenure-track assistant professorship in western art & architecture of the 17th and 18th centuries (preference given to a specialist in the arts of northern Europe). Teaching duties will include lectures and seminars for both undergraduate and graduate students. M.A. thesis supervision, and the eventual supervision of doctoral dissertations in the area of research specialty. Museum experience would also be desirable. The appointment is effective 1 July 1991, and is made initially for a period of three years (renewable). Applicants should possess, or be in the final stages of completing, a Ph.D. in the history of art or a closely related field, and have demonstrated a strong commitment to advanced research. Applications should include a full curriculum vitae, and the names of three referees whom the applicant has asked to send letters separately on their behalf. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity programme. Women are particularly encouraged to apply. Applications should be directed to Dr. John Osborne, Chair, Dept. of History in Art, P.O. Box 3045, Victoria, B.C., V8W 3P4. The deadline for the receipt of application is Monday, 31 December 1990.

McGILL UNIVERSITY. Department of Art History. McGill University is seeking an established scholar to Chair its Department of Art History. The position offers exciting opportunities in that the department is expected to develop its undergraduate and graduate programs. This expansion will take place particularly in the area of the History of Architecture, and in cooperation with the School of Architecture, with which the department already has close ties. The resources available in Montreal, which include the Canadian Centre for Architecture, provide unique facilities for the development of research and the graduate program. The successful applicant will command international respect in the field, preferably in the area of the History of Modern Art and Architecture, and have administrative experience. The position will be open until filled and those interested in the position should write to Dean Michael P. Maxwell, Faculty of Arts, McGill University, 853 Sherbrooke St West, Montreal, Quebec H3A 2T6, enclosing a c.v. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCMASTER UNIVERSITY, Department of Art and Art History. Applications are invited for a tenure track position at the Assistant Professor level in the modern area. Preference will be given to candidates whose research and teaching emphases are in the Twentieth Century and include some interest in Canadian art and an ability to teach contemporary art courses. A Ph.D. and evidence of research and publication interests are required. Duties will include teaching lecture courses and seminars at the undergraduate level in nineteenth and twentieth century art. The Department offers a full complement of degree programmes in both art history and studio art at the undergraduate level. McMaster also has an important collection of art and a professionally run art gallery that will be moving into a new facility at the end of 1992. Candidates should send a completa curriculum vitae and names of three referees to Dr. Glenn Scott, Chair, Department of Art and Art History, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Deadline for applications is January 15, 1991 and the position will commence July 1, 1991. This position is subject to final budgetery approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McMaster is an equal opportunity employer.

ASIAN STUDIES

UNIVERSITY OF MANITOBA. The Asian Studies Centre at the University of Manitoba invites applications for a full-time probationary appointment at Assistant Professor's rank in Indic Languages with specialization in Sanskrit and Hindi. Knowledge of other Indic languages will be an asset. The appointment will begin on July 1, 1991. The successful candidate should have a Ph.D. in Indic languages and have demonstrated competence in teaching undergraduate and graduate courses in Sanskrit and Hindi and be capable to contribute to courses in the area of South Asian civilization. Preference will be given to applicants with proven research potential and the ability to supervise graduate students. The 1990-91 salary for Assistant Professors is $31,639. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applications, curriculum vitae, and three letters of reference should be sent to: Dr. Klaus Klostermaier, Director, Asian Studies Centre, 329 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Deadline for receipt of applications is February 1, 1991.

UNIVERSITY OF MANITOBA. The Asian Studies Centre at the University of Manitoba invites applications for a two-year full-time term appointment at Assistant Professor's rank in Japanese Language. The appointment will begin on July 1, 1991. Preference will be given to candidates who have native or near native ability in the language and a Ph.D. in hand. Candidates must possess demonstrated language teaching ability through the English medium. Demonstrated research ability will be an asset. The successful candidate is expected to conduct seminars in the area of Japanese language and culture also for the business community. The 1990-91 salary floor for Assistant Professors is $31,639. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applications, curriculum vitae, and three letters of reference should be sent to: Dr. Klaus Klostermaier, Director, Asian Studies Centre, 329 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Deadline for receipt of applications is February 1, 1991.

UNIVERSITY OF BRITISH COLUMBIA. Department of Asian Studies. Position in Chinese Language and Literature. Applications are invited for an eight to twelve-month leave replacement position at the Assistant Professor level in modern and classical Chinese language and classical poetry for the 1991-92 academic year. Completed or near-completed Ph.D. required, as is a very good command of spoken and written Chinese. Some fluency in teaching experience preferred. Salary commensurate with qualifications. Subject to budgetary approval. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Department of Asian Studies, University of British Columbia, 1994 Lower Mall, Vancouver, B.C., Canada V6T 1W5. The deadline for receipt of applications is February 28, 1991. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. Department of Asian Studies. Position in Chinese Thought and Classical Language. Applications are invited for a two-thirds leave replacement position for the period September 1, 1991 — April 30, 1992 to teach courses in the history of Chinese thought and the classical Chinese language. Completed or near-completed Ph.D. required, as is a very good command of Classical Chinese. Some language teaching experience preferred. Salary commensurate with qualifications. Subject to budgetary approval. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Department of Asian Studies, University of British Columbia, 1994 Lower Mall, Vancouver, B.C., Canada V6T 1W5. The deadline for receipt of applications is February 28, 1991. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ATHLETICS

UNIVERSITY OF WINDSOR. Men's Basketball Coach. Individuals with the following qualifications are invited to apply: Master's degree or post Secondary coaching experience preferred, NCCP Certification will be considered an asset. Under the current Department load formula, coaching duties comprise 50% of a total workload. The successful applicant should possess a willingness and aptitude to assume additional responsibilities in areas such as Sport Marketing, Program Administration, Sport Information and Promotion and Publicity. Salary for this ancillary Academic staff position will be commensurate with qualifications and experience. Deadline for applications is January 31, 1991. Candidates should forward resume, supporting documents and the names of three individuals who may be contacted for reference to: Dr. Bob Bouchie, Head, Department of Athletics & Recreational Services, University of Windsor, Windsor, Ontario, N9B 3P4. The University of Windsor offers equal employment opportunities to qualified female and male candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

AUDIOLOGY & SPEECH SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. School of Audiology and Speech Sciences. Applications are invited for a tenure track position in speech-language pathology at the rank of Assistant Professor in the School of Audiology and Speech Sciences of the University of British Columbia, available July 1, 1991, subject to final budgetary approval. The School offers graduate level (M.Sc. and Ph.D.) programmes leading to professional certification in speech-language pathology/audiology or to research careers. Duties for this position will include instruction, research and professional service. A portion of the instructional duties may consist of coordination of clinical practice. A Ph.D., evidence of scholarly productivity, and prior clinical experience are required. Preference will be given to candidates with teaching experience and/or expertise in adult language disorders or developmental language disorders, but all qualified candidates are invited to apply. Salary will be commensurate with qualifications and experience. Interested persons should send a letter of application, curriculum vitae, and the names (phone numbers and addresses) of three referees by January 31, 1991 to: Professor Judith Johnston, School of Audiology and Speech Sciences, The University of British Columbia, 5804 Fairview Ave., Vancouver, B.C., V6T 1W5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

BIOCHEMISTRY

McMASTER UNIVERSITY, Faculty of Health Sciences, invites applications or nominations for the position of Chair, Department of Biochemistry in the Faculty of Health Sciences. McMaster University has Faculties of Business, Engineering, Humanities, Science, Social Sciences and Health Sciences, as well as a combined Programme in Arts and Sciences. Its teaching and research activities cover a broad range of scientific, medical, cultural and professional fields. This position will be available September 1, 1991 for a term of five years renewable once. We are seeking an individual with administrative experience in an academic or institutional setting and a strong commitment to education and research. The Chair is responsible for ensuring that the research and academic disciplines represented in the department are of the highest quality. The Department of Biochemistry includes 19 full-time and part-time faculty members, jointly responsible to the Faculty of Health Sciences and the Faculty of Science. Teaching responsibilities of the department include 717 undergraduate students covering a 3 year span and 47 students (25 MSc and 22 PhD) enrolled in graduate studies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and/or nominations, accompanied by a detailed curriculum vitae and names of three referees should be directed to the following by January 31, 1991: Or. S.M. MacLeod, Dean, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5.

UNIVERSITY OF ALBERTA. A Research Associate is required with experience of cell culture techniques, and an ability to assay and purify enzymes of lipid metabolism in order to investigate processes of signal transduction. At least two years postdoctoral experience is necessary. Funds are available for a least three years and the salary will be from $27,000 according to experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. Klaus Klostermaier, Director, Asian Studies Centre, 329 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Deadline for receipt of applications is February 1, 1991.

UNIVERSITY OF BRITISH COLUMBIA. Department of Asian Studies. Position in Chinese Language and Literature. Applications are invited for an eight to twelve-month leave replacement position at the Assistant Professor level in modern and classical Chinese language and classical poetry for the 1991-92 academic year. Completed or near-completed Ph.D. required, as is a very good command of spoken and written Chinese. Some fluency in teaching experience preferred. Salary commensurate with qualifications. Subject to budgetary approval. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Department of Asian Studies, University of British Columbia, 1994 Lower Mall, Vancouver, B.C., Canada V6T 1W5. The deadline for receipt of applications is February 28, 1991. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. Department of Asian Studies. Position in Chinese Thought and Classical Language. Applications are invited for a two-thirds leave replacement position for the period September 1, 1991 — April 30, 1992 to teach courses in the history of Chinese thought and the classical Chinese language. Completed or near-completed Ph.D. required, as is a very good command of Classical Chinese. Some language teaching experience preferred. Salary commensurate with qualifications. Subject to budgetary approval. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Department of Asian Studies, University of British Columbia, 1994 Lower Mall, Vancouver, B.C., Canada V6T 1W5. The deadline for receipt of applications is February 28, 1991. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ATHLETICS

UNIVERSITY OF WINDSOR. Men's Basketball Coach. Individuals with the following qualifications are invited to apply: Master's degree or post Secondary coaching experience preferred, NCCP Certification will be considered an asset. Under the current Department load formula, coaching duties comprise 50% of a total workload. The successful applicant should possess a willingness and aptitude to assume additional responsibilities in areas such as Sport Marketing, Program Administration, Sport Information and Promotion and Publicity. Salary for this ancillary Academic staff position will be commensurate with qualifications and experience. Deadline for applications is January 31, 1991. Candidates should forward resume, supporting documents and the names of three individuals who may be contacted for reference to: Dr. Bob Bouchie, Head, Department of Athletics & Recreational Services, University of Windsor, Windsor, Ontario, N9B 3P4. The University of Windsor offers equal employment opportunities to qualified female and male candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

AUDIOLOGY & SPEECH SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. School of Audiology and Speech Sciences. Applications are invited for a tenure track position in speech-language pathology at the rank of Assistant Professor in the School of Audiology and Speech Sciences of the University of British Columbia, available July 1, 1991, subject to final budgetary approval. The School offers graduate level (M.Sc. and Ph.D.) programmes leading to professional certification in speech-language pathology/audiology or to research careers. Duties for this position will include instruction, research and professional service. A portion of the instructional duties may consist of coordination of clinical practice. A Ph.D., evidence of scholarly productivity, and prior clinical experience are required. Preference will be given to candidates with teaching experience and/or expertise in adult language disorders or developmental language disorders, but all qualified candidates are invited to apply. Salary will be commensurate with qualifications and experience. Interested persons should send a letter of application, curriculum vitae, and the names (phone numbers and addresses) of three referees by January 31, 1991 to: Professor Judith Johnston, School of Audiology and Speech Sciences, The University of British Columbia, 5804 Fairview Ave., Vancouver, B.C., V6T 1W5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

BIOCHEMISTRY

McMASTER UNIVERSITY, Faculty of Health Sciences, invites applications or nominations for the position of Chair, Department of Biochemistry in the Faculty of Health Sciences. McMaster University has Faculties of Business, Engineering, Humanities, Science, Social Sciences and Health Sciences, as well as a combined Programme in Arts and Sciences. Its teaching and research activities cover a broad range of scientific, medical, cultural and professional fields. This position will be available September 1, 1991 for a term of five years renewable once. We are seeking an individual with administrative experience in an academic or institutional setting and a strong commitment to education and research. The Chair is responsible for ensuring that the research and academic disciplines represented in the department are of the highest quality. The Department of Biochemistry includes 19 full-time and part-time faculty members, jointly responsible to the Faculty of Health Sciences and the Faculty of Science. Teaching responsibilities of the department include 717 undergraduate students covering a 3 year span and 47 students (25 MSc and 22 PhD) enrolled in graduate studies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications and/or nominations, accompanied by a detailed curriculum vitae and names of three referees should be directed to the following by January 31, 1991: Or. S.M. MacLeod, Dean, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5.

UNIVERSITY OF ALBERTA. A Research Associate is required with experience of cell culture techniques, and an ability to assay and purify enzymes of lipid metabolism in order to investigate processes of signal transduction. At least two years postdoctoral experience is necessary. Funds are available for a least three years and the salary will be from $27,000 according to experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should have a Ph.D. A background in Biochemistry with at least 2 years post-doctoral experience in peptide and protein chemistry; hands-on experience in areas of solid-phase and solution phase peptide synthesis; synthesis of 14C-labelled peptides; isolation and purification of muscle proteins; analytical and preparative HPLC; chemical modification of proteins; preparation of protein conjugates; cleavage of proteins; and epitope mapping; amino acid analysis; circular dichroism; and kinetics of Ca2+ binding are essential. This position is available February 1, 1991 and is a continuing position, subject to availability of research funds. Minimal salary is $31,006 for an individual with two years of post-doctoral training. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to Dr. Robert S. Hodges, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2H7 by January 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. The Department is seeking to fill a new faculty position in Evolutionary Biology. The successful candidate must have demonstrated significant research capability in any area of evolutionary biology, and have strong interests in evolutionary theory. Participation in the graduate and undergraduate teaching programs is required. This is a tenure-track position at the Assistant Professor level. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. While all eligible scientists are encouraged to apply, preference is given to citizens and permanent residents of Canada. By January 15, 1991 applicants should submit a curriculum vitae, statement of research interests, up to five representative reprints, and have three letters of reference sent to: Or. G.A. McKeown, Chair, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C. Canada, V5A 1S6.

BIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Sir Wilfred Grenfell College invites applications for a tenure-track position in the Department of Biology to commence September 1, 1991 (subject to budgetary approval). Sir Wilfred Grenfell College is currently a two-year campus of Memorial University of Newloundland. Applicants should have a Ph.D. A background in Biochemistry with at least 2 years post-doctoral experience in peptide and protein chemistry; hands-on experience in areas of solid-phase and solution phase peptide synthesis; synthesis of 14C-labelled peptides; isolation and purification of muscle proteins; analytical and preparative HPLC; chemical modification of proteins; preparation of protein conjugates; cleavage of proteins; and epitope mapping; amino acid analysis; circular dichroism; and kinetics of Ca2+ binding are essential. This position is available February 1, 1991 and is a continuing position, subject to availability of research funds. Minimal salary is $31,006 for an individual with two years of post-doctoral training. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to Dr. Robert S. Hodges, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2H7 by January 30, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

Dean
FACULTY OF APPLIED SCIENCES

Simon Fraser University is seeking applications and nominations for the position of Dean of Applied Sciences. The position is for a term of five years beginning September 1, 1991.

The Faculty of Applied Sciences includes the Schools of Computing Science, Engineering Science, and Kinesiology, the Department of Communication, the Natural Resource Management Program, and the Centers for Systems Science and Policy Research on Science and Technology. There are currently 90 faculty members, 1400 undergraduate and 200 graduate students.

Because the Faculty includes programs spanning the natural and social sciences, it is important that its next Dean be an experienced and dynamic person with the background, interests, and motivation to occupy a leadership position in a diverse organization. The Dean will be expected to guide the Faculty in fulfilling its commitment to teaching, research, and service its various communities. The Dean will hold an academic position as Professor in one of the component parts of the Faculty.

Simon Fraser University is committed to an employment equity program and invites applications from all qualified persons. The University is concerned about the underrepresentation of women in administration and wishes to encourage applications from qualified women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations, accompanied by a curriculum vitae and the names of three referees, should be sent to:

Dr. John M. Munro
Vice-President, Academic
Simon Fraser University
Burnaby, BC V5A 1S6
(FAX: (604) 291-4860)

The closing date for the receipt of applications is January 15, 1991.

Faculty of Education
University of Toronto
Institute of Child Study

Applications are invited for a tenure stream position in **Child Development and Education.**

Preferred candidates will possess a doctoral degree and will be active researchers with applied interests. Demonstrated scholarship is a requirement. Expertise in one or more of the following areas is desirable: social development, infancy, assessment, and counselling.

Duties will include teaching at the undergraduate and graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1991, or later.

Further information about the position can be obtained from Professor Carl Corter, Chair, Institute of Child Study, 45 Walmer Road, Toronto, Ontario, M5R 2X2. Applicants should submit curriculum vitae and should arrange to have three letters of reference sent by January 31, 1991, to **Professor Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval.

The University of Manitoba
Faculty of Management
SMALL BUSINESS MANAGEMENT ENTREPRENEURSHIP

Applications are invited for an Assistant/Associate Professor position with a principal interest in Entrepreneurship and Small Business Management. The position is located within the Department of Marketing. The appointment is expected to commence July 1, 1991 or other mutually agreeable time.

The successful candidate is expected to play a lead role in furthering teaching, research and community oriented activities in this field. They will also serve as the Director of a recently established, privately funded Centre for Entrepreneurship. A Ph.D. degree in this field or closely related discipline is required along with a solid record of research and scholarship. An external orientation as well as the ability to relate well to business and government are essential components of the position.

The Department hes eight full-time faculty members and offers a major or pattern of studies in this area at the present time.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to: Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

ST THOMAS UNIVERSITY

Invites nominations and applications for Appointment to:

VICE-PRESIDENT (ACADEMIC)

St. Thomas University is a four-year liberal Arts institution federated with the University of New Brunswick, with whom it shares library and some physical facilities. The University is self-governing and grants its own degrees in Arts, Education, and Social Work, and certificates in Criminology and Social Justice, Gerontology and Social Work. It has an enrollment of 1500 full-time and 300 part-time students.

The Vice-President (Academic) is responsible to the President for the development of the academic policies of the University, and in consultation with the Department Chairs, for the general administration of the academic programs.

Applicants should have an established reputation as a scholar, teacher end researcher, and demonstrated experience in university administration.

Term: five-year renewable. Effective date: July 1, 1991 or by agreement.

Nominations and/or applications, the latter accompanied by a detailed curriculum vitae and the names and addresses of three referees, should be submitted prior to January 31, 1991 to:

Search Committee
Vice-President (Academic)
c/o Dr. Daniel O'Brien
P.O. Box 4569
Fredericton, N.B. E3B 5G3

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups, and persons with disabilities.

ground in entomology, mycology, limnology or vertebrate biology is preferred. Rank and salary are dependent on qualifications and experience. Curriculum vitae and names of three referees to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WINNIPEG. The Department of Biology invites applications for a full time, tenure-track appointment at the Assistant Professor level in the area of fresh water biology, terrestrial population biology or environmental physiology. Applicants should have a Ph.D. and post-doctoral experience. The successful candidate will be expected to teach in our broadly based undergraduate program and to conduct research independently or in collaboration with other Department members. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for application is March 31, 1991. The appointment will begin July 1, 1991, subject to budgetary approval. Applicants should send their curriculum vitae, reprints of representative publications, a short description of their research goals and the names of three referees to: Dr. William S. Evans, Chairman, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9 Canada.

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for one or more term appointments for individuals capable of teaching some of the following courses: Introductory Animal Biology, Animal Development, Introductory Plant Biology, Plant Population Biology, Genetics, Evolution and selected upper level courses in the candidates field of expertise. An applicant will hold a graduate degree in Biology. Duties include undergraduate teaching and research. Subject to budgetary approval the positions will be filled July 1, 1991. The 1990-91 salary ranges are; Lecturer, $28,019 to $40,319, Assistant Professor, $34,189 to $48,008 and Associate Professor, $43,395 to $58,469. An application should include a curriculum vitae, a list of courses to which the candidate could contribute, names of three referees and should be sent to: Dr. Robert G. Thompson, Head and Chair of the Search Committee, Department of Biology, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is January 31, 1991 or until the position or positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will be considered. Applications are encouraged from minority groups and both genders.

UNIVERSITY OF VICTORIA. Mycology/Plant Pathology. The Department of Biology, University of Victoria, is seeking as a tenure-track Assistant/Associate Professor, a person with expertise in Mycology and/or Plant Pathology, with preference given to a candidate carrying out research in the area of Molecular/Cellular Biology of Fungi. The successful applicant will be expected to teach mycology in our lower-level core botany course and to provide more specialized instruction related to the candidate's area of expertise in our upper-level program. The deadline for applications is 31 January 1991. Applicants must send their curriculum vitae, at least one copy each of two recent publications, a description of research interests, and names of at least three referees that can be contacted to: Dr. Louis A. Hobson, Chair, Department of Biology, University of Victoria, P.O. Box 3045, Victoria, BC, V8W 2Y2. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

UNIVERSITY OF VICTORIA. NSERC University Research Fellowe. The Department of Biology at the University of Victoria invites applications from NSERC University Research Fellows for a tenure-track position in Biology commencing 1 July 1991. The appointment will be made at the rank of Assistant Professor, and the preference will be given to a neurobiologist with research interests in ichthyology. Applicants must hold an NSERC University Research Fellowship and be eligible for continued NSERC support as a Research Fellow for the first 5 years of the appointment. The successful candidate must have shown exceptional promise as a researcher with the ability to initiate and develop new ideas, and will be expected to supervise graduate students and teach effectively at the graduate and undergraduate level. Letters of application, including a curriculum vitae, publication list and names and addresses of three referees, should be sent to: Dr. L.A. Hobson, Chair, Department of Biology, University of Victoria, Victoria, B.C. V8W 3P6; (604) 721 7091. Closing date for applications is 15 January 1991.

THE UNIVERSITY OF SASKATCHEWAN, Department of Biology, invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor in Limnology (Aquatic Ecology). Candidates should have a Ph.D. and strong commitment to research and teaching. Post-doctoral experience is preferred. The duties will be to teach Limnology (Aquatic Ecology) at the undergraduate and graduate levels and to conduct research on the ecology of inland waters. Salary will be commensurate with qualifications and experience. Appointment is expected to begin July 1, 1991. The closing date for applications is Feb. 1, 1991. To Apply: Send resume, names of three referees and brief statement of research and teaching interests to: R.J.F. Smith, Biology Department, University of Seskatchewan, Saskatoon, Sask., Canada, S7N 0W0; (306) 966 4409, Fax (306) 966 4461; Electronicmail: SMITHR@SASK.USASK.CA. This position is offered subject to budgetary confirmation. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principle of employment equity.

OTTAWA CIVIC HOSPITAL. Loeb Medical Reeearch Institute. Reproductive Biologists. The Ottawa Civic Hospital is dedicated to the provision of quality patient care, which is supported and enhanced by an environment of academic and research excellence. The Loeb Medical Research Institute is a research centre of the Ottawa Civic Hospital with integrated thematic research foci in reproductive biology, endocrinology and neurobiology. Two positions are now available for Reproductive Biologists. The successful candidates will be members of a reproductive biology research team and expected to conduct independent peer-review funded research programs. Applicants should possess a doctorate degree and a minimum of 3 years of post-graduate training. Experience in the area of extracellular matrix remodelling or molecular biology will be an asset. The selected candidates will be eligible for faculty appointments in the Department of Obstetrics and Gynaecology and in an appropriate basic science department at the University of Ottawa. Rank and salary are commensurate with qualifications. Submit curriculum vitae, a statement of research aims and interests, and names and addresses of three references by January 1, 1991 to: Dr. Benjamin Tsang, Professor of Obstetrics and Gynaecology and Director, Reproductive Biology Unit, Loeb Medical Research Institute, Ottawa Civic Hospital, 1053 Carling Avenue, Ottawa, Ontario, Canada K1Y 4E9 Fax # (613) 761-9151. Telephone # (613) 761-4081. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

BIOMEDICAL SCIENCES

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Biomedical Sciences. Neurobiologist/ Neuropharmacologist. Applications are sought for a probationary (Tenure Track) Assistant Professorship in Neurobiology which is available immediately. The person appointed will be required to teach neuroscience to veterinary students and to participate in the development of neuropharmacology course as part of a new B.Sc. program in Biomedical and Health Sciences. The appointee would be expected to develop an active research program in some aspect of neurobiology, preferably one which would offer the opportunity for collaborative work with other research groups in the Department or on Campus. The Department is situated on a Campus where there are active research programs in a wide variety of biological fields. Moreover research collaborations are enjoyed with several hospitals located medical schools. Applicants should have a Ph.D., D.V.M., or its equivalent and have experience in teaching neurosciences. Research experience to the Post-Doctoral or equivalent level would be expected. The salary is negotiable and is subject to final budgetary approval in accordance with Canadian requirements this advertisement is directed at Canadian citizens and permanent residents. It is important therefore that applicants indicate clearly whether or not they are a Canadian citizen or permanent resident. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. The goal of this program is a discrimination-free workplace where all employees and job applicants receive equitable treatment in recruitment, hiring, training and promotion. Applications from both men and women are encouraged. The University is working towards increasing the proportion of women faculty members so that a female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. Applications, together with a curriculum vitae and the names and addresses of three referees, should be sent to Dr. D.G. Porter, Chair, Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1, from whom further particulars may be obtained. Applications will be accepted at any time unless a suitable candidate can be found before January 11, 1991.

BUSINESS

CARLETON UNIVERSITY. Subject to budgetary approval, the School of Business invites applications for two tenure-track positions at the rank of Assistant Professor, effective July 1, 1991. Priority will be given to candideles as follows: Accounting; Management Information Systems; International Business; Decision Analysis. Both positions require a Ph.D. or DBA degree (completed or near completion), preferably with research and teaching experience. The School of Business is committed to a strong research emphasis as demonstrated by publications in scholarly journals. Duties include research and teaching at both undergraduate and graduate levels. Carleton University is committed to equality of employment for women, aboriginal people, visible minorees and disabled persons. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curricula vitae and the names of three referees to Dr. D. Roland Thomas, Director, School of Business, Carleton University, Ottawa, Ontario, K1S 5B6. Deadline for applications is February 28, 1991.

McGILL UNIVERSITY. Faculty of Management. The Faculty is currently looking for outstanding individuals to fill anticipated tenure-stream positions at the Assistant/Associate Professor levels in the areas of Accounting, Finance, International Business, Industrial Relations, Management Science, Managerial Economics, Marketing, M.I.S., Operations Management, Organizational Behavior, and Policy. Candidates must have a distinguished research record or potential for the same, as well as an interest and competence in teaching. Candidates for the junior positions must have a Ph.D. on hand or have a realistic expectation of completion within the year. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty members and offers B.Comm., M.B.A and Ph.D. degrees. Apply in writing to Prof. Morty Yalovsky, Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permanent residents of Canada.

UNIVERSITY OF VICTORIA. The School of Business, University of Victoria, is seeking applications at all ranks for tenure track and visiting faculty positions in marketing, organization behaviour/organization and management theory/human resource management, finance, and management/business policy/strategy in the areas of Entrepreneurship and Small Business, International Business, and Tourism Management. Appointment dates are flexible from July 1, 1991. Applicants should hold a doctoral degree or be near completion of a doctoral program. Salary levels are very competitive and negotiable, dependent upon qualifications and experience. An excellent benefits package is provided including retirement benefits, life insurance, and medical, dental and extended health. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Interested individuals should forward a resume and the names of three referees to: Dr. David A. Begg, Director, School of Business, c/o Dr. John A. Schofield, Chair of Economics and Acting Director of Business, Department of Economics, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5; FAX 604 721-8653. Applications should be submitted as soon as possible and no later than 31 December 1990.

THE UNIVERSITY OF ALBERTA. Feculty of Business. Applications are invited for full-time tenure-teack faculty positions from those with teaching and research interests in all fields of Business. Ph.D. or equivalent required. Preference should be at the completion stage of degree. Salary and rank depend on qualifiections. Salary ranges: Assistant Professor $34,970 to $51,434; Associate Professor $43,500 to $65,716; Professor starts at $55,263. Competitive salary supplements are available. Appointments normally effective July 1st. Positions subject to availebility of funding. Send resume to: Dr. Jean-Louis Melouin, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

DALHOUSIE UNIVERSITY. School of Business Administration. The School of Business Administration at Dalhousie University has a one year non-tenure stream position available at the Assistant or Associate rank tentatively starting on January 1, 1991. Candidates are expected to teach Business & Government and Business Ethics as well as assume some administrative responsibilities. Suitable qualifications to provide instruction in municipal administration to students in the School of Public Administration would be considered a plus. Applications are invited from candidates with the Ph.D. (ABD considered). In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University has a policy of affirmative action in hiring qualified women staff. Enquiries should include a curriculum vitae and the names of three referees and be sent to Dr. L.C. MacLean, Director, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5, FAX number (902)494-1107.

SAINT MARY'S UNIVERSITY invites applications for tenure-track and limited term appointments in Marketing, Finance, Accounting, Science/Computing and Management including Entrepreneurship. The positions will commence September 1, 1991. Successful candidates must have strong research and teaching credentials for both undergraduate and graduate courses and a Ph.D. in hand or near completion. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Send letters of application, a complete curriculum vitae, and letters from three referees prior to March 1, 1991 to: Dr. J.C. Dodds, Dean of Commerce, Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: 902-420-5455.

THE UNIVERSITY OF MANITOBA, Faculty of Management, Department of Business Administration. Applications are invited for a tenure-track position in the Department of Business Administration in the Areas of Human Resources Management, Organization & Behavior, and/or Industrial Relations. Candidates should have completed or be near completion of a Ph.D and have a strong commitment to research. Salary and rank will be commensurate with qualifications and experience, and are very competitive. The Department of Business Administration has 21 full-time faculty members and participates in the B.Comm and M.B.A. programs of the Faculty. A Ph.D. program has been approved and is scheduled to begin in 1992. The successful candidate will have an opportunity to be part of the development of this and other programs. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. If you wish further information,

UNIVERSITÉ YORK UNIVERSITY

Tenure Track Appointments, 1991-92

YORK UNIVERSITY, Faculty of Education invites applications for **Five NEW TENURE TRACK** POSITIONS

THE POSITIONS:

Curriculum Theory
Teacher Education
Second language education
Science education
Social foundations (with emphasis on multicultural education)

THE CONTEXT:

The Faculty of Education offers innovative pre-service and in-service teacher education programs. It has a well regarded graduate program which is planning for expansion. The Faculty's staffing model enables tenure track faculty members to work collaboratively with expert practitioners seconded from their school boards. The York campus is ideally situated at the Northern boundary of Metropolitan Toronto within easy access to exciting and diverse educational settings.

THE CANDIDATES:

Preferred candidates will have completed a doctorate with strong academic credentials related to one or more of the above disciplines. Candidates must present evidence of their ability to establish: a strong program of scholarly research; excellence and leadership in undergraduate and graduate teaching and supervision; collaborative links with colleagues in the field and across the university

THE APPOINTMENTS:

While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. All positions would normally commence by September 1, 1991.

York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

APPLICATIONS:

Letters of application, including an up to-date curriculum vitae and the names of three or more referees should be submitted to

Dr. Stan Shapson
Dean of Education
York University
4700 Keele Street
North York, Ontario M3J 1P3

CLOSING DATE: Applications will be accepted until January 15, 1991.

ST. THOMAS UNIVERSITY
Invites nominations and applications for Appointment to:
POPE JOHN XXIII CHAIR OF STUDIES IN CATHOLIC THEOLOGY

St. Thomas University is a four-year liberal Arts institution federated with the University of New Brunswick, with whom it shares library and some physical facilities. The University is self-governing and grants its own degrees in Arts, Education, and Social Work, and certificates in Criminology and Social Justice, Gerontology and Social Work. It has an enrollment of 1500 full-time and 300 part-time students.

The Chair is designed to bring distinguished scholars of stature to the University who will provide leadership in the promotion of Catholic theology through teaching, research and availability to the Roman Catholic community of New Brunswick.

Candideles should have a senior, established reputation in at least one of the following fields of Catholic Theology: Moral Theology, Sacred Scripture, Systematic Theology, Church History or another recognized theological or pastoral discipline. Candidates should have academic qualifications, experience and publications appropriate for the scope and challenge of this senior position.

The appointment is normally for a one-year term (renewable) with a beginning date of July 1, 1991. However, shorter term appointments may be negotiated.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to January 31, to:

Search Committee
Chair in Catholic Theology
c/o The President's Office
P.O. Box 4569
Fredericton, N.B. E3B 5G3

St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The University of Manitoba
Faculty of Management
DEPARTMENT OF MARKETING

Applications are invited for a tenure-track position in the Department of Marketing. Candidates should have completed or be nearly completed a Ph.D. or D.B.A. program and have a serious interest in research. Salary and rank will be commensurate with the qualifications and experience of the successful candidate and will be very competitive.

The Department has eight full-time faculty members and participates in the B.Comm and M.B.A. programs of the Faculty. A Ph.D. program has been approved for 1991/92. The successful candidate will be expected to play an important role in the implementation of this program. The Department also houses a Centre for International Business Studies and a Centre for Entrepreneurship, each of which provide opportunities for research and community involvement.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

Applications will be received until the position is filled and should be sent to: Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

The University of British Columbia
Director, Institute of Asian Research
(and holder of the Hong Kong Bank of Canada Chair in Asian Research)

The University of British Columbia invites applications for the position of Director of the Institute of Asian Research (and holder of the Hong Kong Bank of Canada Chair in Asian Research). There is considerable research in progress at UBC in Asian topics and new programs and initiatives are being developed in this area. The new faculty member will be expected to direct an active research program to do with all aspects of Asian studies, to perform leading research in a specific area and to teach courses in a department in which he/she will have a cross-appointment. Salary will be commensurate with experience. It is hoped that the new appointment will begin on July 1, 1991, but there is some flexibility in the starting date.

Applicants should have experience and demonstrated expertise in Asian studies and be worthy of an appointment at the rank of Professor. Interest in fostering interdisciplinary research should be demonstrated. Administrative experience and diplomatic skill are required.

Letters of application accompanied by a curriculum vitae, statement of teaching and research interests and the names and addresses of three referees should be sent to **Dr. John Grace, Dean, Faculty of Graduate Studies, University of British Columbia, #235 - 2075 Wesbrook Mall, Vancouver, B.C., V6T 1Z3 (fax 604-228-5802) before the closing date of March 31, 1991.**

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

please contact: Dr. Frederick A Stalke, Head, Department of Business Administration, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Phone (204) 474-6510 – Fax (204) 261-6084. Applications will be received until the position is filled.

MOUNT ALLISON UNIVERSITY. Department of Commerce. Applications are invited for one or more term positions, subject to budgetary approval, commencing on July 1, 1991. Preference will be given to candidates with a Ph.D but the M.B.A. or professional designation is the minimum qualification. Duties include teaching in at least two of the following: Marketing, Management, Business Policy, Financial Accounting, Management Accounting, Finance, or Quantitative Methods. Priority will be given to those with teaching or research interests in Financial Accounting and the deadline for receipt of applications for one position in Financial Accounting is December 31, 1990. The 1990-91 salary ranges are: Lecturer, $28,019 to $40,319; Assistant Professor, $34,169 to $48,008 and Associate Professor, $43,395 to $66,459. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Rick Hudson, Head and Chair of the Search Committee, Department of Commerce, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications (other than the first position in Financial Accounting) is January 31, 1991, or until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens may also apply will be considered. Applications are encouraged from minority groups and both genders.

UNIVERSITÉ LAURENTIENNE. L'École de Commerce et d'administration est à la recherche de professeur(e)s dans les domaines suivants: comptabilité (vérification), finance, systèmes de décision et gestion des opérations. Qualifications. Au minimum maîtrise avec expérience professionnelle. Le préférence sera accordée aux candidat(e)s qui détiennent ou sont près d'obtenir un doctorat. Bilinguisme préféré. Les conditions d'emploi sont régies par la convention collective en vigueur. S'il vous plait, faire parvenir avant le 15 février 1991 votre curriculum vitae à Dr. O. Ganjavi, Directeur, École de commerce et d'administration, Université Laurentienne, Sudbury (Ontario) P3E 2C6. L'Université Laurentienne offre des chances d'emploi aux hommes et aux femmes qualifiés conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. Sous réserve d'autonsation budgétaire.

UNIVERSITY OF NEW BRUNSWICK. The Division of Administration, University of New Brunswick, Saint John Campus, invites applications for tenure-track faculty positions in Finance, Marketing and Industrial Relations/Human Resource Management. Qualifications include the Ph.D. completed or near completion. Consideration for a limited-term position will be given to candidates who are ABD or who hold the MBA. These positions involve teaching at the undergraduate and MBA levels, relevant business, teaching and research experience is desirable. Salary and rank depend on qualifications and experience and are competitive. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. UNB is committed to equity in employment and female candidates are especially encouraged to apply. Please submit curriculum vitae and the names, addresses and phone numbers of three referees to Dr. Peter McGahan, Dean of Faculty, UNB, P.O. Box 5050, Saint John, NB, E2L 4L5.

McMASTER UNIVERSITY, Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting, (ii) Finance; (iii) Marketing/International Business/Business Policy; Bank of Montreal Associate or Professor, depending on qualifications and experience. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. William G. Truscott, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

SIMON FRASER UNIVERSITY. The Faculty of Business Administration, Simon Fraser University, invites applications for tenure-track appointments in:
1. Marketing Research/Consumer Behaviour; 2. Business Finance, 3. Managerial Accounting, 4. Financial Accounting; 5 Audit and Tax Accounting, 6. International Business; 7. Managerial Economics (with an interest in Business Strategy or Public Policy Analysis); 8. Small Business/ Entrepreneurship; 9. Management Information Systems; 10. Organizational Behaviour/Organizational Development. Rank: Assistant or Associate. Candidates eligible for employment in Canada at time of application are preferred. Successful candidates will have strong research and teaching abilities for both undergraduate and graduate courses and Ph.D. in hand or near completion. Start date: September, 1991 or at a mutually agreed upon time. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C. V5A 1S6 Canada

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1991 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lewence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

WILFRID LAURIER UNIVERSITY. Applications are invited for positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1991-92 academic year. Qualifications PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. The University welcomes applications from all qualified women and men. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

QUEEN'S UNIVERSITY. School of Business — 1990-91. Applications are invited for one tenure track position in each of the following: Marketing, MIS, OB/IR and Policy. All positions are subject to budgetary approval. Salary and rank will be commensurate with qualifications and experience but appointments are most likely to be made at the junior level. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Capacity to deal with students at the B.Com., MBA, and Ph.D levels is necessary. Applications will be accepted until positions are filled but should be submitted by December 31, 1990. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send c.v. and names of three references to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

CHEMISTRY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. SIR WILFRED GRENFELL COLLEGE. Chemistry. Sir Wilfred Grenfell College invites applications for a sabbatical replacement position in the Department of Chemistry commencing September 1, 1991 (subject to budgetary approval). Candidates in any area of specialization including chemical education will be considered. A Ph.D. or equivalent is required and previous teaching experience is desirable. The successful applicant should have a strong interest in teaching chemistry at the undergraduate level. Rank, salary and position depend on qualifications and experience. Curriculum vitae and names of three referees to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO, Department of Chemistry, Postdoctoral Research Positions. Applications are invited from qualified candidates for one-year appointments as Postdoctoral Research Fellows in any area of chemistry. Stipends will be at NSERC rates and will be determined by qualifications and experience. Please send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained: Professor M.J. Dignam, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1.

WILFRID LAURIER UNIVERSITY. Department of Chemistry. The Department invites applications for a two-year limited term appointment, at the rank of Assistant Professor, commencing on July 1, 1991. A subsequent Provisional or Candidacy (tenure-track) appointment may be made subject to budgetary approval. Applicants should have a Ph.D. and some post-doctoral experience in the area of Inorganic/Organometallic Chemistry and will be expected to develop an externally funded research program in this context of a small university. The department strives for excellence in undergraduate education and features limited enrolments and small classes. Wilfrid Laurier University is committed to the principle of employment equity for men and women. Applications with a full curriculum vitae and the name and addresses of three referees should be forwarded to the undersigned on or before February 1, 1991. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. Dr. Russell Rodrigo, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Telephone (519) 884 1970 ext 2920; Fax (519) 886 9351.

CHEMISTRY & BIOCHEMISTRY

UNIVERSITY OF WINNIPEG, Department of Chemistry. Re-Advertisement: Tenure-track position in Biochemistry or Bio-Organic Chemistry at the rank of Assistant Professor, to commence July 1, 1991. This is a re-advertisement of a previously-announced position resulting from clarification of funding. Candidates who have already indicated their continued interest in this position need not re-apply. Although candidates with experience in any area of Biochemistry will be considered, at this time we are particularly interested in receiving applications from individuals with interests in the biochemical application of N.M.R. spectroscopy. The University of Winnipeg is a partner in the new Prairie Regional N.M.R. Consortium centred around a Bruker AMX 500 spectrometer. Candidates must possess a Ph.D. in Biochemistry or Chemistry, and have some postdoctoral research experience. The University is primarily an undergraduate institution and is committed to excellence in teaching and research. The Department offers a program leading to a major in Chemistry, including a Co-Op option, and participates in an interdisciplinary Molecular Biology Program. The successful candidate will be expected to teach Biochemistry and some Introductory Organic Chemistry and to develop a research program in Biochemistry or Bio-Organic Chemistry. The closing date for applications is January 31, 1991. Send curriculum vitae, a research proposal, and the names and addresses of three referees to: Dr. G. Tomlinson, Chair, Biochemistry Search Committee, Department of Chemistry, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. This position is dependent on budgetary considerations.

CONCORDIA UNIVERSITY. The Department of Chemistry and Biochemistry at Concordia University, Montreal, has openings for biochemists or medicinal chemists at the assistant professor level (tenure track) or at a senior level. We will consider candidates in any area of modern biochemistry but are especially interested in individuals with research interests in biophysics, membranes, protein chemistry, metabolism or enzymology. The successful candidates will be required to establish a research program that will attract external funding and to teach biochemistry at both the undergraduate and graduate level. Concordia University is predominantly an English university located in downtown Montreal. All qualified individuals are encouraged to apply, but, in accordance with Canadian immigration requirements, this advertisement is directed primarily to citizens and permanent residents of Canada. Concordia University is committed to employment equity. Applicants should send a resume, and outline of proposed research, and should arrange for three letters of reference to be sent directly to: Dr. P.H. Bird, Chairman, Dept. of Chemistry & Biochemistry, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M8. Applications completed before December 31st will be given preference.

CLASSICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. SIR WILFRED GRENFELL COLLEGE. Classics. Sir Wilfred Grenfell College invites applications for a one-year sabbatical replacement position the Department of Classics to commence September 1, 1991 (subject to budgetary approval). The successful candidate will be required to teach courses in introductory Latin, and Greek and Roman Civilization and History. Ph.D. or near completion preferred. Salary and rank are dependent on qualifications and experience. Curriculum vitae and names of three referees should be submitted to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY: The Department of Classical Studies invites applications for a one-year or a two-year limited term appointment at the rank of Lecturer, or Assistant Professor commencing July 1, 1991. In the academic year 1991-92, the successful candidate will be expected to teach a beginners' course in Latin and two courses in Roman history (one covering the Late Republic/Early Empire at the first-year/second-year level and one course, with senior standing, covering the later empire). In the academic year 1992-93, the successful candidate will be expected to teach a beginners' course in classical Greek, to assist with at least one upper year course in Greek language and literature, and to play a major role in the first-year course in Classical Literature in translation (Greek drama). Applicants, who should demonstrate both ability as good teachers and potential as scholars, should have a Ph.D. or should be near completion. It is hoped that the appointment will be made by early February 1991. The deadline for applications is January 9, 1991. Applications should be sent to Professor David F.R. Page, Acting Chair, Department of Classical Studies, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Department of Classical Studies. Applications are being accepted for a two-year definite term appointment at the level of Assistant Professor beginning in Fall 1991. This position is subject to budgetary approval. Applicants should have a Ph.D. in Classics or Ancient History. Duties will include the teaching of courses in Greek and Latin as well as courses in Classical Civilization. Salary will depend on the candidate's qualifications; floor salary for Assistant Professors in 1990-91 is $36,368. Applicants should send a curriculum vitae, and arrange for three letters of reference to be sent directly from the referees to Dr. R.L. Fowler, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. The deadline for applications is February 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

COMMUNICATION

CARLETON UNIVERSITY. Mees Communication. Applications are invited for a tenure track position in the Associate or Assistant Professor level, starting July 1, 1991, subject to budgetary approval. Candidates are expected to have in hand, or near completion, a Ph.D. in Communication or a related field. While other areas will be considered, preference will be given to demonstrated teaching/research interests in two or more of the following areas: international media systems, media analysis, political economy of communication, new communication technologies, research methods, communication policy, communication history. Send curriculum vitae, copies of recent publications and names of three referees should be submitted to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY: The Department of Classical Studies invites applications for a one-year or a two-year limited term appointment at the rank of Lecturer, or Assistant Professor commencing July 1, 1991. In the academic year 1991-92, the successful candidate will be expected to teach a beginners' course in Classical Greek, to assist with at least one upper year course in Greek language and literature, and to play a major role in the first-year course in Classical Literature in translation (Greek drama). Applicants, who should demonstrate both ability as good teachers and potential as scholars, should have a Ph.D. or should be near completion. It is hoped that the appointment will be made by early February 1991. The deadline for applications is January 9, 1991. Applications should be sent to Professor David F.R. Page, Acting Chair, Department of Classical Studies, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Department of Classical Studies. Applications are being accepted for a two-year definite term appointment at the level of Assistant Professor beginning in Fall 1991. This position is subject to budgetary approval. Applicants should have a Ph.D. in Classics or Ancient History. Duties will include the teaching of courses in Greek and Latin as well as courses in Classical Civilization. Salary will depend on the candidate's qualifications; floor salary for Assistant Professors in 1990-91 is $36,368. Applicants should send a curriculum vitae, and arrange for three letters of reference to be sent directly from the referees to Dr. R.L. Fowler, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. The deadline for applications is February 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

Director
Work Environment Research Centre

The Ontario Workers' Compensation Institute Inc. invites applications from senior scientists in the field of population epidemiology and other relevant disciplines, with specific responsibility to create and direct a Work Environment Research Centre. This unit will develop and implement a program of research in the field of population health. It will investigate determinants of successful rehabilitation following injury and continuing disability as related to the work environment. Research areas will include both psychosocial and physical aspects of work. Applicants will have had extensive, preferably international, experience in this area, and in the management of large-scale information systems, and in the use of such resources in the design and execution of research studies. Experience in the dissemination of scientific information to labour market parties and government agencies would also be of value. The primary appointment will be within the Ontario Workers' Compensation Institute, but suitable university affiliations will be arranged.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Apply with full career details and selected reprints to:

Dr. Hugh Smythe, President
Ontario Workers' Compensation Institute Inc.
2 Bloor Street West, Suite 1802
Toronto, Ontario
M4W 3E2

UNIVERSITY OF SASKATCHEWAN
Invites applications and nominations for the position of
DEAN OF ARTS AND SCIENCE

Applications and nominations are invited for the position of the Dean of the College of Arts and Science with the appointment to be effective July 1, 1991. The initial term is normally for five years and may be renewed by mutual agreement. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities and women.

The College of Arts and Science consists of twenty-two departments in the areas of humanities, social sciences, natural sciences, and fine arts. Three-year, Four-year and Honours programs are offered leading to the degrees of Bachelor of Arts and Bachelor of Science. The College also offers programs leading to the degrees of Bachelor of Fine Arts and Bachelor of Music. Graduate programs are offered in all areas.

Enrolment in the undergraduate programs for 1989-90 was about 6,300 students. The University has approximately 17,500 students registered in thirteen colleges.

The successful candidate will be an internationally recognized scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will provide dynamic leadership within the Faculty. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

The deadline date for the receipt of nominations and applications with complete reaumes has now been extended to January 31, 1991. Please address these to:

Dr. G.M. Moss
Acting Vice-President (Academic)
Room E216, Administration Building
University of Saskatchewan
SASKATOON, Saskatchewan S7N 0W0

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY
Comparative Development Studies

Applications are invited for two tenure-track positions at the Assistant Professor level in Comparative Development Studies. This is a broad, inter-disciplinary program with a primary focus on international end "Third World" development, and it is expected that the successful candidates will be able to make a contribution both to this program and another Social Science Department or Interdisciplinary Program (Cultural Studies, Women's Studies, Environmental & Resource Studies).

The program aims at providing undergraduates with a perspective on development issues that is theoretically and historically informed and will consider all candidates regardless of disciplinary background, substantive and area interests. Nevertheless, it is hoped that one appointee will bring some strength in Population and Development. Candidates should have a Ph.D. or equivalent, the ability to sustain an active research program and a demonstrated commitment to undergraduate teaching.

Further information about the program and the appointments may be obtained from **John Hillman, Chair, Comparative Development Studies, Trent University, Peterborough, Ontario, K9J 7B8.** Applications should be submitted with a curriculum vitae, and the names of three referees by **January 14, 1991.** Trent University is an employment Equity Employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University

Department of Chemistry
MANAGER OF SINGLE CRYSTAL X-RAY FACILITY

The Department of Chemistry invites applications for the position of Manager of the Single Crystal X-ray Diffraction Facility. Candidates should have a Ph.D. in Chemistry and experience in X-ray crystallography, particularly in the operation and maintenance of X-ray diffractometers and associated crystallographic software, the collection of X-ray data sets and the solution of and reporting of crystallographic structures. Experience managing a service X-ray crystallography facility would be an asset. The X-ray facility is being upgraded substantially at the present time and will soon have two first-class 4 circle single crystal diffractometers (one with a rotating anode) and a VAX 3100 workstation plus software. Other diffraction facilities include supporting film cameras and X-ray generators.

This is a 3-year contractually-limited appointment to be filled as soon as possible in 1991. Applications will be accepted until December 30, 1990. Salary will be commensurate with qualifications and experience. Applicants should send a detailed resume, including the names and addresses of three referees to:

Miss Heather Larmour
Personnel Services
McMaster University
Hamilton, Ontario, Canada
L8S 4L8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

"An Equal Opportunity Employer"

tions and names of three referees to Professor E.M. Saunders, Chair, Mass Communication Hiring Committee, School of Journalism, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Deadline for application is January 15, 1991.

CARLETON UNIVERSITY. Mass Communication. Applications are invited for a ten month term position at the Assistant Professor level, starting August 1, 1991, subject to budgetary approval. Candidates are expected to have in hand, or near completion, a Ph.D. in Communication or a related field. While other areas will be considered, preference will be given to demonstrated teaching/research interests in two or more of the following areas: international media systems, media analysis, political economy of communication, new communication technologies, research methods, communication policy, communication history. Send curriculum vitae, copies of recent publications and names of three referees to Professor E.M. Saunders, Chair, Mass Communication Hiring Committee, School of Journalism, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Deadline for application is January 15, 1991.

BROCK UNIVERSITY invites applications for a tenure-track position at the level of assistant professor in its Communications Studies Program commencing July 1, 1991. The successful appointee will be competent to teach a variety of courses which may include the social science half of its team-taught introductory course, communication theory, organizational communication, interpersonal communication, communication research methodology, cultural theory, and a fourth-year course in the appointee's research area. Candidates should have a Ph.D. and promise of success in both research and teaching. The Communications Studies Program at Brock University is a growing interdisciplinary undergraduate liberal-arts program with approximately 150 majors. The Program has three streams built around a common course core: Culture and Language (literature, film, television, popular culture), Social Policy (politics, sociology, public policy, management), and Business Communication (management, marketing and public policy). Applications, c.v. and three letters of reference should be sent to Professor John Lye, Director, Communications Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1 by January 15, 1991. Brock University is an equal opportunity employer and is committed to positive action procedures, aimed at reducing gender imbalances in faculty; eligible women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY COLLEGE OF CAPE BRETON. Communication. Applications are invited for a full-time, tenure-track position beginning July 1, 1991. Ph.D., in communication required (exceptional ABD considered). Areas of teaching include interpersonal and public communication at the introductory level plus two or three of the following areas: rhetorical theory and criticism, argumentation and debate, persuasion, and organizational communication. Salary and rank commensurate with qualifications and experience. Send letter of application; curriculum vitae; post-secondary transcripts; names, addresses, and telephone numbers of three referees; and other supporting materials to Dean Donald Fewer, Executive Director of Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2. Applications will be accepted until January 15, 1991, or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. University College of Cape Breton is an equal opportunity/affirmative action employer and has a "smoke-free" policy.

COMPARATIVE LITERATURE

CARLETON UNIVERSITY. Comparative Literature Program. Continuing senior appointment (rank and salary negotiable). Applicants should be recognized scholars whose work engages several literary traditions and have as its focus the nineteenth and twentieth centuries. They should have the ability to function in at least one other major language, besides English and French, to teach at both undergraduate and graduate levels, and to supervise M.A. and Ph.D. theses. Individuals with demonstrated competence in critical theory, especially in its recent Anglo-American versions, or whose area of interest and research include the relationship between literature and such disciplines as philosophy and the social sciences will have an advantage. The position is subject to budgetary approval. Applications should be sent by January 15, 1991 to Francesco Loriggio, Chair, Comparative Literature Program, Carleton University, Ottawa, Ontario, K1S 5B6; telephone (613) 788 2177. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

COMPUTER SCIENCE

THE UNIVERSITY OF NEW BRUNSWICK. Computer Science. The Division of Mathematics, Engineering and Computer Science invites applications for two tenure track positions in Computer Science starting July 1, 1991. Candidates should have a Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research. Those with lesser qualifications (M.Sc.) may be considered for a term appointment at the lecturer rank. Applicants with expertise in the areas of data analysis, date management, pattern recognition or programming languages are preferred, but all qualified candidates in all areas of core Computer Science are encouraged to apply. Responsibilities include teaching at the undergraduate level and research. Salary and rank commensuate with qualifications and experience. Send c.v. and the names and addresses of three referees to Dr. Peter McCahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

SIMON FRASER UNIVERSITY. Faculty Positions — School of Computing Science and Centre for Systems Science. Applications are invited for tenure track positions at all ranks, subject to budgetary authorization. Although, outstanding candidates in all areas of Computing Science will be considered, we are particularly interested in a person in systems. A Ph.D. in Computing Science (or equivalent) is required and candidates should have a record of (or strong potential for) research and publications, graduate student supervision, and teaching. The School of Computing Science, has 29 faculty members and offers M.Sc. and Ph.D. degrees in computing science as well as B.Sc. and B.A. degrees in computing science, B.Sc. honors degrees in computing science, digital systems (including VLSI) design, and math/computing. The Centre for Systems Science is a multidisciplinary research organization which promotes excellence in technology based areas such as intelligent systems, computer and communication systems, and microelectronics. Through the Centre, Fellowships from the B.C. Advanced Systems Institute are available to outstanding applicants, thereby making additional teaching release and infrastructure support possible. Together, the CSS and the School have an impressive research network. The net consists mainly of SPARCStations and other SUN workstations with several LISP machines and high resolution colour workstations, and plotters for AI, graphics and VLSI design. All faculty offices are connected to the network. We are located in the new Applied Sciences building where we have a diverse collection of research laboratories. These include an instructional laboratory based upon SUN workstations running UNIX, and various microcomputer and hardware laboratories. Simon Fraser University is situated on top of Burnaby mountain and serves about 16,000 students. Lying just east of Vancouver, the site commands magnificent views of Burrard Inlet, the North Shore mountains, the Fraser River, and Vancouver harbour. The School also has links to a newly established downtown Vancouver campus. This lower mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the positions are filled, although a practical cutoff date for 1991 is April 1st. To apply, send a curriculum vitae, evidence of research productivity (selected reprints), and the names, addresses, and phone numbers of three referees to: Arthur L. Liestman, Director, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; FAX: (604) 291-3045

BROCK UNIVERSITY. The Department of Computer Science — Information Processing at Brock University invites applications for a tenure-track position at the assistant professor level, although preference may be given to the areas of software engineering and programming languages and systems. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications including a curriculum vitae and the names of three referees should be sent to Prof. J.M. Miller, Chair, Department of Computer Science & Information Processing, Brock University, St. Catharines, Ontario, Canada L2S 3A1, to receipt by January 15, 1991. Brock is an equal opportunity employer and is committed to positive action procedures, aimed at reducing gender imbalances in faculty; eligible women candidates are especially encouraged to apply. Smoking at Brock is strictly controlled.

UNIVERSITY OF VICTORIA. Department of Computer Science. Applications are invited for at least one regular full-time faculty position to commence July 1, 1991. Applicants should have a Ph.D. in Computer Science or equivalent qualifications. The first priority is to appoint an individual with research interests in software systems, programming languages and semantics, or a closely related field. The Department of Computer Science is in the Faculty of Engineering and will be moving to the new Engineering Office building in December 1990. The Department offers graduate and undergraduate degrees in Computer Science and maintains active research programs in programming languages, compilers, software engineering, software development environments, distributed computing, combinatorial algorithms, theory of computation, functional and logic programming, VLSI design and test, and numerical methods. There are presently 18 faculty members and 50 graduate students, 20 in the Ph.D. program. The Department operates a highly successful undergraduate cooperative education program and is now developing a graduate co-op option. The Department is an active participant in the Advanced Systems Institute of British Columbia with a number of ASI Fellows and ASI post-graduate student scholarship recipients. The computing facilities available for instructional and research support currently include seven Sun 3 and Sun SPARC servers, over sixty workstations, laboratories with a variety of smaller systems, as well as the University IBM 3090/VPF system. The computing facilities across campus are fully networked while BC-Net connects UVic to the other universities and research institutions in the Province. Internet access is also available. The city of Victoria, situated on the southern tip of Vancouver Island, has a population of over 250,000. It enjoys one of the most delightful environments in North America. The climate is temperate. Outdoor activities, from marine to mountain, are popular and can be pursued year round. Victoria is exceptionally well endowed with cultural activities too, including theatre, opera and a symphony. Applicants should send a curriculum vitae and the names of at least three referees to: Dr. D.M. Miller, Chair, Department of Computer Science, University of Victoria, P.O. Box 3055, Victoria, B.C., Canada, V8W 3P6. Applications will be accepted until December 31, 1990. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are strongly encouraged to apply. Further information is available by contacting the Chair of the Department: INTERNET: dmill@csi.uvic.ca; BITNET: dmill@uvunix.bitnet; Telephone (604) 721-7220; Fax: (604) 721-7292.

MOUNT ALLISON UNIVERSITY. Computer Science. Applications are invited for one or more term positions, subject to budgetary approval, to be filled July 1, 1991. Applicants should hold a Ph.D. in Computer Science or Mathematics. Duties include undergraduate teaching in both Computer Science and Mathematics and research in either. University computing facilities include a Vax 6310 and 3400's, a microcomputer lab and clusters, and access to an IBM S/370 Model 3090D (with vector facility). The department has Sun workstations. The salary scales for 1990-91 are $28,019 to $40,319 for Lecturers, $34,169 to $48,008 for Assistant Professors and $43,395 to $66,459 for Associate Professors. Applications, including a curriculum vitae, and the names of three referees, should be sent to: Dr. Robert Rosebrugh, Head and Chair of the Search Committee, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1991, or until the position or positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will be considered. Applications are encouraged from minority groups and both genders.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, St.John's, Newfoundland, Canada. Head, Department of Computer Science. Applications and nominations are invited for the position of Head of the Department of Computer Science. The department offers undergraduate and graduate programs to the M.Sc. level, and is about to apply for a Ph.D. program. It has 23 faculty and 14 staff members. Active research areas include design and analysis of algorithms, parallel and distributed computations, software tools and AI, VLSI design, computer graphics, database concurrency control and recovery, petri net theory and applications, numerical analysis, software engineering and pattern recognition. The department provides a UNIX software development environment supported by a network of RISC and CISC workstations and servers. An optical fibre link allows access to additional university computing facilities such as VAX systems running VMS and a Convex system. An off-campus Ethernet 5890 is also available. Other machines are accessible through CA*NET. Memorial University has a student population of about 15,000, and is the only university in the province of Newfoundland and Labrador. St.John's is the provincial capital with a population of over 150,000, and the oldest city in North America. It enjoys a moderate climate and offers numerous outdoor activities throughout the year. Applicants should have demonstrated excellence in research and teaching in Computer Science, and be able to show leadership and administrative ability appropriate to the post. The appointment will normally be made at the rank of Professor. The deadline for receipt of applications is 1 January 1991. Please address enquiries, nominations, and applications, including a full curriculum vitae and the names of at least three referees, to Dr. Bruce Shawyer, Chairman, Search Committee for Head of Computer Science, Department of Mathematics and Statistics, Memorial University of Newfoundland, Canada, A1C 5S7; Telephone (709) 737-8783, FAX (709) 737-3010. Memorial University encourages both men and women to apply for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO. Research Associates and Postdoctoral Research Positions. The Department of Computer Science, University of Toronto, has received funding from various granting agencies, including the government of Canada's Networks of Centres of Excellence program. Funding permitting, Research Associate positions and Limited Term Faculty positions are available in the following areas: Artificial Intelligence (including Neural Networks, Computer Vision, Robotics, Knowledge Representation, and Natural Language Understanding); Theoretical Computer Science (including Discrete Mathematics, Computational Complexity, and Numerical Analysis); Systems (including Computer Systems Software, Database Systems, Graphical and Interactive Computing, and Computer Networks). Applications should be sent by February 15, 1991 to: Selection Committee, c/o Professor Mart Molle, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO. Research Associates in Robot Vision and Knowledge Base Management. The Government of Canada has established a Network of Centres of Excellence names IRIS (Institute for Robotics and Intelligent Systems), with two of its projects based in the Department of Computer Science at the University of Toronto. Two Research Associate positions are available, with funding guaranteed for up to three years. PROJECT A Active Vision for Mobile Robots. The successful applicant must hold a PhD in Computer Science or Electrical Engineering with specialty in areas related to robot vision, and must possess a strong research record. Experience with stereo-vision robot heads would be an important asset. Ideal candi-

---

The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1991 in the following fields: Isolation of DNA from plant cells, use of restriction enzymes, RFLP analysis and in-situ hybridization, identifying genetic differences between canola rapeseed lines; Expert systems/artificial intelligence applied to engineering design; Supercritical fluid separation systems for food process engineering; Interdisciplinary crop storage research (engineering, entomology, mycology, mathematical modelling, expert systems, meteorology); Optimization of energy use in potato storages; Computational transient dynamics; Modeling and computation of electromagnetic fields, analysis and design of various antennas and arrays; All fields of chemistry (physical, theoretical, organic, inorganic, analytical and biochemistry); Theoretical condensed matter physics, low and intermediate energy subatomic physics, mass spectroscopy, condensed matter physics, and optical spectroscopy; Thyroid hormone metabolism in fish; Nonlinear wave propagation. Normally all positions require a Ph.D. and relevant experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to: **Mrs. Jean Zushman, Executive Assistant to the Vice-President (Academic), Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitobe, R3T 2N2.**

ACADIA UNIVERSITY

Head, Department of Psychology

Acadia University is seeking a Head for the Department of Psychology. The Department, which currently has a complement of eleven, offers Bachelor's, Honours, and Masters degrees, and is a partner in the doctoral program in clinical psychology offered jointly by Dalhousie University, St. Mary's University, Mount Saint Vincent University, and Acadia.

Candidates should have extensive clinical experience and a solid record of published research, as well as administrative and teaching experience. The successful applicant will assume the Head's duties on July 1, 1991. Rank and seniority are subject to negotiation. The competition closes on January 31, 1991.

Applications, including complete professional resume and the names of three referees, should be addressed to

Dr. T. L. Pearson
Dean of Pure and Applied Science
Acadia University
WOLFVILLE, NS
B0P 1X0

In accordance with Employment and Immigration Canada regulations this position is offered in the first instance to Canadian citizens and landed immigrants. Acadia University is an equal opportunity employer.

Kindly refer to Position Number 21103.

Faculty of Education

University of Toronto

Applications are invited for tenure stream positions in the following areas:

- **Curriculum Studies** in the Social Sciences area (history, geography and/or social studies)
- **Educational Leadership**, with a particular focus on the issue of gender as it relates to leadership
- **Technological Studies**

Preferred candidates for all positions will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement for all. In addition, for the **Educational Leadership** position, research and developmental experience in the leadership area, and substantial experience in leadership training are important qualifications.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the postion will be commensurate with qualifications and experience. The appointment will commence July 1, 1991, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 31, 1991, to **Professor Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both men and women are encouraged to apply. Subject to budgetary approval.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF GRADUATE STUDIES AND RESEARCH

Applications and nominations are invited for the position of the Dean of the College of Graduate Studies and Research. The appointment, which will be effective July 1, 1991, has an initial term of five years and may be renewed by mutual agreement. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal peoples, disabled people, visible minorities and women.

The University of Saskatchewan offers graduate programs to the Master's level in all of its thirteen colleges. The Ph.D. degree is available in the majority of the fundamental disciplines in the College of Arts and Science and in most of the professional colleges. Programs leading to a postgraduate diploma are available in some departments. In addition, several research centres, divisions and institutes have been established within the University and a Research Park has been developed on the campus.

Enrollment in the College for the 1990-91 academic year is approximately 1250 full-time graduate students and 400 part-time students. The University has about 17,500 full and part-time students registered in its thirteen colleges.

Applicants should have an established reputation as an academic scholar and teacher as well as the administrative experience and skills necessary to provide leadership for the continuing development of the academic and research programs within the University. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

The deadline date for the receipt of nominations and applications with complete resumes hes now been extended to January 15, 1991. Please address these to:

Dr. G.M. Moss
Acting Vice-President (Academic)
Room E216, Administration Building
University of Saskatchewan
SASKATOON, Sasketchewan S7N 0W0

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of British Columbia
Faculty Positions
Occupational Hygiene

The University of British Columbia invites applications for three tenure-track faculty positions in Occupational Hygiene. The University is expecting to begin the delivery of a new Master's level program in Occupational Hygiene in September 1991. Funding for the proposal has been made possible by a generous endowment provided by the Workers' Compensation Board of British Columbia, with matching funds provided by the Provincial Government. Approvals of the program are expected to be obtained in the coming months.

The three faculty appointments may be at any rank. Salary will be commensurate with rank and experience. One of the new appointees may be appointed to act as Coordinator of the new program. It is expected that each of the appointees will hold 60% of his/her appointment in the new program, under the control of the Faculty of Graduate Studies, and 40% as a cross-appointment in one of the three other Faculties which will participate in the program (Faculty of Applied Science, Faculty of Medicine and Faculty of Science). Ideally there will be one cross-appointment in each of these faculties. There is already considerable research in progress at UBC in areas related to the new program, and the new faculty members will be expected to develop active research programs in areas related closely to worker health and safety issues of concern in British Columbia, as well as having a major teaching input in the new Master's program.

Applicants should have experience and demonstrated expertise and research capability in areas which are directly related to the new teaching program such as epidemiology, toxicology, radiation, vibration, analysis of exposures. A Ph.D. degree is required. Demonstrated awareness of current occupational hygiene issues and an interest in fostering interdisciplinary approaches would be definite assets.

Letters of application accompanied by a curriculum vitae, statement of teaching and research interests, and the names and addresses of three references, should be sent to **Dr. John Grace, Dean, Faculty of Graduate Studies, University of British Columbia, #235 - 2075 Wesbrook Mall, Vancouver, Canada V6T 1Z3 (fax #604-228-5802) before the closing date of January 31, 1991.** Appointments will normally be expected to commence on July 1, 1991.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

The University of Manitoba

PROFESSOR of SOCIOLOGY AT UNIVERSITY OF BOTSWANA

The University of Botswana in co-operation with The University of Manitoba (UB-UM bilateral project) are inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of **Professor of Sociology et the Untversity of Botswene.** Commencing **July 1, 1991,** the appointment will be for an initial period of two years and may be renewed. Salary will be equivalent to that of a Full Professor in Canada. Travel to and from Botswana, subsidized housing and medical insurance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the Department's curriculum, and will be expected to provide administrative, academic, and research leadership within the Department.

Applicants will have a completed Ph.D. in Sociology, at least ten years of University level teaching and administrative experience, and currently hold a position as full Professor or senior Associate Professor at a University or comparable institution. A strong research and publications record is required.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than January 15, 1991, to: **DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2, (204) 474-6291.**

dates will have broad interests and talents across such areas as biological models of vision and motor control, computational vision and image understanding, attention and active perception, robot navigation, and planning. **PROJECT 6:** Database Techniques for Knowledge Base Management: The successful applicant must hold a PhD in Computer Science with specialty in areas related to databases and knowledge bases, and must show a strong research potential. Ideal candidates will have broad interests and talents across theoretical and practical areas. Applications should be sent by March 15, 1991 to: (Project A: Professor John Tsotsos), (Project 6: Professor Alberto Mendelzon) Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO, Department of Computer Science, invites applications for a tenured, a tenure track, or a contractually limited position in any area of Computer Science. We are particularly seeking applications in the areas of Computer Graphics, and Database Systems. A candidate for a Computer Graphics position should have a strong interest in several aspects of graphical modelling and rendering, such as illumination models, geometric modelling, filtering, or rendering algorithms. A candidate for a Database systems position should have an interest in the implementation and design aspects of database systems. Salary and rank will be determined according to the successful applicant's experience and qualifications. Appointments are to commence July 1st, 1991. Duties will consist of research, graduate student supervision, and teaching at the undergraduate and graduate levels. At least one of the available positions will involve doing undergraduate teaching at the Erindale Campus. Apply in writing to: Professor Kenneth C. Smith, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 1A4, Canada, together with curriculum vitae, and the names of at least three referees. Deadline for application is January 15, 1991. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF ALGERTA. Department of Computing Science. Applications are invited for a tenure-track position at the Assistant Professor level in the areas of computer graphics and/or human interfaces. Excellent senior applicants will also be considered in these areas. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. This young and energetic department has recently undergone significant expansion and consists of 35 academic and 20 support staff. Current hardware support for research includes a local area network consisting of a MIPS M/120 and Silicon Graphics 40/340S computer connecting over 75 Sun Workstations and a large number of terminals. Current computer graphics facilities include two Silicon Graphics workstations, a Data Glove, a head-mounted display, a single frame video recorder and various Sun workstations. The department also operates a Myrias SPS-2 massively-parallel computer as a research tool. Well-supported laboratories also exist in the Department for AI, database, distributed systems, image processing, programming languages and robotics research. The current salary range minimum is $C36,610 with the appointment level being commensurate with qualifications and experience. Send curriculum vitae, the names of three referees and up to three reprints or copies of important publications. New Ph.D's should also include a copy of their transcript. Apply to: Dr. Paul C. Gilmore, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1, Canada. Applications will be accepted until March 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Two Chairs in Computer Science. The University of Auckland seeks to appoint two Qualified Computer Scientists who have research and teaching skills that will enable them to make significant contributions to its rapidly developing Department of Computer Science. The University, with over 16,000 students, holds a premier position and is sited in the heart of New Zealand's largest city. Auckland, City of Sails, is the international gateway to New Zealand, the major industrial, commercial and cultural city in the country, and offers a professional range of lifestyles and recreational activities. Our Department of Computer Science, now ten years old, has 370 equivalent full-time students. In least this department has led the way with the use of modern computing technology in teaching. Now it is poised on the brink of a second period of development following a recent review of the position of computing disciplines within the university. The new chairs will provide leadership for this new development and the associated expansion of the department's resources. Applications are welcomed from those who believe they are qualified for these challenging positions. The successful applicants will be expected to have advanced qualifications, accomplished research records and a demonstrated history of teaching, administration and liaison with industry and commerce. The new chairs will be encouraged to foster relations with the business sector, including engagement in consultancy activities. The precise conditions of appointment are subject to negotiation. Further information including standard Conditions of Appointment and Method of Application are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland; FAX 64 (9) 759 317. Applications should be forwarded by the closing date 31 January 1991. The University of Auckland — An Equal Opportunity Employer.

TRENT UNIVERSITY: The Computer Studies Program invites applications for a Tenure Track Faculty Position at the Assistant or Associate Professor level to commence July 1, 1991. The position will involve undergraduate teaching in a liberal arts and science environment and an active program of research. A Ph.D. in Computer Science or in a closely related field is preferred as is teaching experience, but a record of significant achievement in the field of computing will be favourably considered. Applicants should send their curriculum vitae and the names and addresses of three referees to Professor J.W. July, Chair, Computer Studies Program, Trent University, Peterborough, Ontario, K9J 7B8; (email "JURY@TRENTU.CA") OR (FAX: 705 748-1625). Trent University is an employment equity employer, and especially invites candidates from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WATERLOO invites applications for faculty positions in Computer Science. Highest priority is on computer graphics, in particular, modelling and rendering, but candidates in other areas may also be considered. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishments or potential. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching activities. The Department and twelve computer research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in ITRC: Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three referees and should be directed to the chairman: Professor P.A. (Peul) Larson, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; palarson@waterloo.edu. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF OTTAWA, Department of Computer Science, invites applications for tenure-track positions. A Ph.D. in Computer Science or a closely related discipline is required. Current research strengths are these: artificial intelligence, distributed computing, protocols, simulation, and theory. We are also interested in enhancing our strengths in database, operating systems, programming languages, real-time systems and software engineering. Responsibilities will include teaching at the undergraduate and graduate levels, research and administrative duties. Bilingualism (French and English) is essential. In accordance with immigration regulations this advertisement is addressed to Canadian citizens or landed immigrants. Applications will be accepted until the positions are filled. To apply, send curriculum vitae (and have three letters of reference sent directly) to Ivan Rival, Chairman, Department of Computer Science, University of Ottawa, Ottawa, Ontario, K1N 6N5.

L'UNIVERSITE O'OTTAWA, département d'informatique, recrute présentement pour des professeur(e)s à temps plein. On demande un doctorat en informatique (de préférence). Nos spécialités de recherche sont: intelligence artificielle, informatique répartie, protocoles, simulation et théorie. Nous sommes aussi particulièrement intéressés à rehausser les domaines des bases de données, langages de programmation, systèmes d'exploitation, systèmes en temps réel et génie des logiciels. La charge de travail comprend l'enseignement au niveaux du baccalauréat et de la maîtrise, de la recherche, et des charges administratives. Le bilinguisme est essentiel. D'après les normes d'immigration cette annonce vise les citoyens canadiens ou immigrants reçus. Les applications seront acceptées tant que les postes ne seront pas remplis. Envoyez votre curriculum vitae (ainsi que trois lettres de référence directement) à: Ivan Rival, Directeur, Département d'informatique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Computer Science at the University of British Columbia invites applications for tenure-track faculty positions at all ranks, as well as fixed term and Post-Doctoral positions. One of the University's highest academic priorities is to build a leading centre in Computer Science, and outstanding candidates from all areas of Computer Science are sought to participate in this effort. Assistant Professor applicants must demonstrate exceptional research potential and teaching ability. A Ph.D. or equivalent in Computer Science or related area is required. Applicants for senior positions must have an outstanding record of achievement in research, and a demonstrated commitment in teaching. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching and supervise graduate students. Positions are available as of July 1, 1991 and salary will be commensurate with rank and experience. The University of British Columbia, situated on the tip of a peninsula, is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 15 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city. Applicants should submit their resume and the names of at least three references to Maria M. Klawe, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C. V6T 1W5. Applications will be accepted until February 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. These positions are subject to final budgetary approval.

COUNSELLING

THE UNIVERSITY OF CALGARY University Counselling Services invites applications for a full-time, junior level position (tenure-track) effective July 1, 1991. Necessary qualifications include a doctorate in Counselling Psychology or related discipline, excellent counselling skills and knowledge across a broad range of client problems, ability to deliver academic and personal skill development programs, and a demonstrated interest and expertise in career development. University Counselling Services provides a broad range of services to the university community and is accredited by the International Association of Counseling Services Inc. Salary is negotiable; an excellent benefit package is available. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should submit a curriculum vitae and have three letters of reference sent by March 15, 1991 to: Dr. C.C. Larsen, Director, University Counselling Services, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4

DENTISTRY

UNIVERSITY OF MANITOBA. Applications are invited for a term position at the rank of Assistant Professor beginning April 1, 1991, in the Department of Oral Biology, Faculty of Dentistry, University of Manitoba. The Department is responsible for teaching basic biological sciences, together with related areas in Dentistry to undergraduate, graduate and dental hygiene students. Oral Biology has active M.Sc. and Ph.D. programs and members of the department conduct research into connective tissue, mechanisms of secretion, endocrine function, salivary physiology and microbial ecology and metabolism. Applicants should have a Ph.D. degree and be trained in microbial molecular biology and have a good knowledge of anaerobic microbiology and metabolism. The successful applicant will initially be expected to develop an active research program in aspects of the molecular biology of oral anaerobic bacteria, ideally with an emphasis on cell surface structure. Salary commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae, an outline of their research goals and arrange for three letters of reference to be sent to: Dr. G.H. Bowden, Professor and Head, Department of Oral Biology, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 0W2. Deadline for applications is February 1, 1991.

UNIVERSITE McGILL. Faculté de médecine dentaire. Nous sommes à la recherche d'un professeur(e) à plein temps à la section de prothèse amovible pour un poste donnant accès à la permanence. Le/la candidat(e) sera engagé au rang de professeur(e) adjoint(e) ou agrégé(e) selon ses qualifications. Le/la candidat(e) doit pouvoir prétendre à un certificat de spécialisation en dentisterie prothétique et posséder une certaine expérience de recherche. Il/Elle sera appelé à planifier et à coordonner les cours de 1er cycle en prothèse amovible et l'elle participera aux programmes de résidence de 2e/3e cycle en chirurgie bucco-dentaire et maxillofaciale et en dentisterie générale. Le rang et le salaire seront à la mesure des titres de l'expérience du candidat(e). La faculté offre la possibilité de pratique privée. Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse au premier chat aux citoyens canadiens et aux résidents permanents du Canada. Prière de faire parvenir un curriculum vitae et fe nom de deux répondants à l'adresse suivanta: Dr. Edweid Ostro, directeur, Comité de recrutement — prothèse amovible, Faculté de médecine dentaire, Université McGill, 740, avenue du Dr Penfield, #408, Montréal (Québec) H3A 1A4.

McGILL UNIVERSITY, Feculty of Oenlistry. Applications are invited for a full-time tenure-tiack position in the Section of Removable Prosthodontics. This position will be at the level of Assistant or Associate Professor commensurate with qualifications. A candidate must be eligible for specialty certification in Prosthodontics and must have had experience in research and scholarly work. Responsibilities will include planning and coordinating undergraduate teaching in Removable Prosthodontics, and participation in the Oial and Maxillofacial Surgery and the General Practice Residency graduate programs. Academic rank and salary are commensuate with the education and experience of an Assistant or Associate Professor. Intiamural pivete practice facilities are available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent resi-

SUMMER CENTRE FOR INTERNATIONAL LANGUAGES
SUMMER LANGUAGE TEACHING POSITIONS

The Summer Centre for International Languages (SCIL) is a co-operative program of Luther College, the University of Regina and the Government of Saskatchewan. Located at Luther College, SCIL offers university level intensive language courses leading to a working knowledge of heritage and trade languages during July and August. The courses also include a grounding in customs and culture.

SENIOR INSTRUCTOR teaching positions are available for the 1991 summer session (July 8-August 16) in the following languages:

Classical Arabic	**Korean**
Cree	**Mandarin**
German	**Russian**
Japanese	**Spanish**

SCIL uses the communicative approach to language as well as state-of-the-art language learning technology.

QUALIFICATIONS: Applicants must have a PhD in Linguistics or a related field. Preference will be given to native speakers or those with near native fluency as well as to those with experience using modern language teaching technology. University teaching experience is required.

RENUMERATION: $6,000.00 plus benefits and travel expenses.

Applications with curriculum vitae and the names of three references should be sent **by February 1, 1990 to:**

Dr. Morris Anderson
Chalr, Managing Committee
Summer Centre for International Languages
Luther College, University of Regina
REGINA, Saskatchewan
S4S 0A2 CANADA

SCIL

dents of Canada. Interested individuals should send a curriculum vitae and two references to: Dr. Edward Osko, Chairman, Search Committee — Removable Prosthodontics, Faculty of Dentistry, McGill University, 740 Dr. Penfield Avenue, #408, Montreal, QC, H3A 1A4

DRAMA

THE UNIVERSITY OF CALGARY Department of Drama invites applications for an Assistant Professor (tenure-track) effective July 1, 1991. The position is fundamentally in the area of Developmental Drama and Drama in Education, including Drama for Early Childhood Education. The successful candidate will have other areas of ability and interest, such as acting or directing. Requirements include a completed doctorate and teaching experience, or equivalent. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications, with an up-to-date curriculum vitae and the names, addresses and telephone numbers of three referees should be submitted by January 31, 1991 to: Dr. James Dugan, Head, Department of Drama, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

UNIVERSITY OF SASKATCHEWAN. The Department of Drama at the University of Saskatchewan invites applications to fill a tenure-track position as an Acting Teacher. The appointment is at the rank of Assistant Professor and takes effect July 1, 1991, subject to budgetary approval. The successful candidate should be capable of teaching acting at all four undergraduate levels and have some experience in voice training. The appointee will also work closely with other members of the Department in the development of major and workshop productions and direct at least one production a year. Qualifications include a terminal degree, a track record or its equivalent in creative achievement, teaching and professional theatre experience, and knowledge of movement training. The Department of Drama is the oldest theatre department in the commonwealth, has a full time faculty of six with several additional sessional appointments, three stages, and offers B.A., B.F.A., and M.A. degrees in Theatre. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. The deadline for applications is February 15, 1991. Those interested should send a curriculum vitae and arrange to have three letters of reference sent to: Prof. Frederick Edell, Head, Department of Drama, College of Arts and Science, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0; Fax No.: (306) 966-8670).

ECONOMICS

TRENT UNIVERSITY: Subject to availability, the Department of Economics invites applications for a limited term appointment at the rank of Lecturer/Assistant Professor, commencing 1 July 1991. Responsibilities include research and undergraduate teaching. All fields will be considered. Applicants for this position should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with names of three referees to Professor H.M. Kitchen, Chairman, Department of Economics, Trent University, Peterborough, Ontario, K9J 7B8.

DALHOUSIE UNIVERSITY. Applications are invited for an appointment, subject o budgetary approval, to a three-year, probationary, tenure track position, at the Assistant Professor level commencing on 1 July 1991. Candidates should have a Ph.D. or be close to completing their doctoral degree. While all fields of specialization will be considered, preference will be given to Macroeconomic Theory and/or Monetary Economics. The position will require teaching and supervision at the undergraduate and graduate level. A strong commitment to research and publication will be expected. Complete applications, including three letters of reference, should be sent by 31 December 1990, to Professor Swapan DasGupta, Chair, Staffing Committee, Department of Economics, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a commitment to employment equity under the Federal Contractors Program and welcomes applications from women, aboriginal peoples, visible minorities, and disabled persons.

UNIVERSITÉ DE MONTRÉAL. Le Département de sciences économiques de l'Université de Montréal est à la recherche de candidat(e)s à des postes de professeur(e) plein temps au rang d'adjoint(e), d'agrégé(e) ou de titulaire. Les candidat(e)s à ces postes doivent être détenteurs d'un Ph.D. en Sciences économiques (ou sur le point de compléter un Ph.D. en Sciences économiques) ou faire état d'une formation équivalente et doivent faire preuve d'aptitudes à l'enseignement universitaire et à la recherche scientifique. Le champ de spécialisation en Sciences économiques n'est pas primordial et tout excellent candidat(e) sera considéré sérieusement. Les candidat(e)s à des postes de professeur(e) agrégé(e) ou titulaire doivent être des enseignant(e)s de premier ordre et des universitaires de réputation internationale. Ces postes sont des postes de professeur(e)s régulier(e)s (tenure track). Une nomination au rang de professeur(e) agrégé(e) ou titulaire peut être faite avec ou sans permanence (contrat minimal de trois ans) au départ. Une charge de travail normale comprend un enseignement aux trois cycles d'études, la supervision d'étudiants, une production significative de recherche scientifique et une participation au fonctionnement de l'Institut. Conditions salariales et mélérielles concurrentielles. La date limite pou le dépôt d'un dossier de candidature a été fixée au 30 décembre 1990 et la date d'entrée en fonction pourrait être a fixé 1991. Les candidat(e)s doivent faire parvenir le plus tôt possible un curriculum vitae (ainsi qu'un dossier académique complet lorsque pertinent) et fes noms el adresses de trois personnes pouvant fourni une recommandation le cas échéant, à l'adresse suivante: Professeur Claude Montmarquette, directeur, Département de sciences économiques, Université de Montréal, C.P. 6128, succursale A, Montréal, Québec, Canada H3C 3J7; BITNET: *1423 @ CC UMontréal.CA*; FAX: (514) 343-5831. (Ces postes sont sujets à approbation budgétaire. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents du Canada.)

BROCK UNIVERSITY, Department of Economics, invites applications for sabbatical replacements subject to budgetary approval. All fields will be considered. The appointments will begin July 1, 1991, and have a term of one year. Candidates should possess a Ph.D. or near completion. Applications, c.v. and three letters of reference should be sent to: Professor T.A. Peters, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty; qualified women candidates are especially encouraged to apply.

UNIVERSITY OF WATERLOO. The Department of Economics, University of Waterloo, is seeking applicants for faculty positions (rank open). Candidates at the Assistant Professor level should have a Ph.D. completed or near completion, and have excellent qualifications for research and teaching. Candidates for Associate or Full Professor must have an excellent research record and be good teachers. Most areas of specialization will be considered, but preference will be given to micro, macro, econometrics, mathematical economics, and monetary economics. Duties include graduate and undergraduate teaching, serious research output and some administrative duties. Salaries will be competitive. The availability of these positions is subject to budgetary approval. Applicants should send their curriculum vitae and the names of three referees to Professor James R. Melvin, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1991 and closing date for applications is February 28, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Social Science invites applications for one tenure track position in Economics commencing July 1, 1991. Candidates should have a PhD in Economics and some teaching experience. Duties will include teaching 6 full courses annually, developing a research program. Most fields of specialization will be considered, but those of special interest are environmental economics, resource economics, industrial organization, transport economics and health economics. Applications, with curriculum vitae and names and addresses of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

CONCORDIA UNIVERSITY, Department of Economics. Subject to budgetary approval, applications are invited for tenure-track appointments at the rank of Assistant Professor or Lecturer beginning June 1, 1991. Strong candidates in all fields will be considered although the department has a particular interest in International Economics. Candidates with a Ph.D. (or expected by 1991) will be appointed. Duties include undergraduate and graduate teaching, and significant involvement in research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to a policy of employment equity. Please send applications, including curriculum vitae and the names of three referees to: Dr. Golden Fisher, Chair, Department of Economics, Concordia University, 1455 Boulevard de Maisonneuve W., Montreal, Quebec, H3G 1M8.

THE UNIVERSITY OF ALBERTA, Department of Economics has an opening for a tenure-track appointment at the assistant professor level, commencing July 1, 1991, subject to availability of funding. The Department is seeking candidates with a specialization in natural resources and/or environmental economics. Entry level applicants are expected to have a Ph.D. (or be close to completion) and should display promise of quality teaching and research. Salary commensurate with qualifications — current salary range: $36,910 – $53,374 per annum. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. Send applications (including complete curriculum vitae, graduate school transcripts, names of three references who are sending confidential letters of assessment) to Michael Percy, Acting Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 31, 1990.

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1991: Ph.D. or near Ph.D., preferably with some teaching experience and publications. Duties include teaching at the undergraduate level and research. The University welcomes applications from all qualified women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three references should be sent to Dr. Frank Wiland, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF SASKATCHEWAN. Department of Economics. Assistant, Associate, or Full Professor of Economics. Three tenureable positions are available and all fields of specialization will be considered. At least one position may be filled at the Associate or Full Professor rank. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1991, and show promise in research and teaching. Candidates for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment at the rank of Full Professor may be with tenure at the outset. Appointment is effective 1 July 1991; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor R.F. Lucas, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications close when the position is filled, but in any case not before 31 January 1991. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. The University of Saskatchewan is committed to the principles of employment equity

EDUCATION

SIMON FRASER UNIVERSITY. Faculty of Education. Assistant Professorships, Tenure Track Appointments. Description: The Faculty seeks to develop its strength in the following areas. Secondary English; Drama; Elementary Language Arts; Kindergarten (Curriculum and Instruction with a preference for a background in ECE and developmental psychology); History of Education (with a broad background in cultural history); Math Education; Environmental Education. SFU has a unique Faculty of Education in which tenure track faculty members and short term seconded master teachers are employed in roughly equal numbers. The Faculty hopes to appoint four or five colleagues at the Assistant Professor level giving preference to those who have qualifications and interests in two of the above areas. Candidates must present solid evidence of scholarly promise, interest in teacher education, and the ability to provide leadership at the undergraduate and graduate level in their area of specialization and be interested in working with our seconded master teachers at e practical level. Appointment: The appointments will be effective August 15, 1991 or soonest theieafter. Application: Letters of application, together with curriculum vitae and the names of three referees, should be sent to Dr. Jaap Tuinman, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Preference will be given to applicants eligible for employment in Canada at the time of application. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Appointments are subject to funding. Closing date: Applications will be accepted until January 15, 1991

McGILL UNIVERSITY, The Department of Educational Psychology and Counselling invites applications to a tenure-track position as Assistant Professor in the area of Developmental Psychology to begin September 1, 1991 (pending budgetary approval). We are seeking a candidate with a strong commitment to teaching as well as to research.

Laurentian University / **Université Laurentienne**

Sudbury, Ontario, Canada P3E 2C6 (705) 675-1151

Doyen-ne de la faculté des Sciences sociales

L'Université Laurentienne sollicite des candidatures et des mises en candidatures au poste de doyen-ne de la faculté des Sciences sociales. Cette personne entrera en fonction le 1er juillet 1991 pour un mandat de cinq ans. Ce poste se situe au niveau supérieur de l'enseignement sous l'autorité du Vice-recteur à l'enseignement et à la recherche.

L'Université Laurentienne est une institution bilingue qui préconise l'excellence dans l'enseignement et la recherche dans une large gamme d'Arts, de Sciences et de programmes professionnels. La faculté des Sciences sociales comprend les dépaitements suivants: Droit et Justice, Économie, Géographie, Histoire, Science politique, Psychologie et Sociologie à Anthropologie. La Faculté offre un certain nombre de programmes et de certificats de premier cycle, et des programmes au niveau supérieur en Histoire et en Études sur l'enfant et le développement. De plus, la faculté des Sciences sociales est étroitement associée à plusieuis centies de recherche de l'Université: Le Centre de recheiches en développement humain, l'Institut nord-ontarien de recherche et développement, et l'Institut trenco-ontarien. L'Université est présentement engagée dans un processus de planification stratégique à long terme et recherche particulièrement une personne qui pourveiiait à la planification de l'eveni de la faculté des Sciences sociales.

Les personnes intéressées doivent posséder un solide dossier d'enseignement et de recheiche, avoir démontré des capacités administratives et s'exprimer avec aisance en français et en anglais. Les candidetures seiont traitées de façon confidentielle. Prière de les faire parvenii avant le 15 février 1991, avec un curriculum vitae et trois références à:

Monsieur Michael Dewson
Vice-recteur à l'enseignement

L'UNIVERSITÉ LAURENTIENNE APPLIQUE UNE POLITIQUE D'ÉQUITÉ DANS L'EMPLOI. CE POSTE EST OFFERT ÉGALEMENT AUX FEMMES ET AUX HOMMES.

Dean of the Faculty of Social Sciences

Laurentian University seeks applications and nominations for the position of Dean of the Faculty of Social Sciences to take office July 1, 1991 foi a five year term. The Dean is a senior ecademic appointment reporting to the Vice-President, Academic.

Laurentian University is a bilingual institution committed to providing quality teaching and reseaich in a broad range of Arts and Sciences and professional programs. The Faculty of Social Sciences is composed of the following departments: Economics, Geography, History, Law and Justice, Political Science, Psychology, and Sociology and Anthropology. The faculty offers a number of undergraduate programs and certificates and offers graduate programs in History and in Child and Development Studies. In addition, the Faculty of Social Sciences is heavily involved in several of the University's reseach centres: the Centre for Research and Human Development, the Institute of Northern Ontario Research and Development, and the Institut Franco-Ontarien. The University is currently involved in a long-term strategic planning process and is particularly interested in a candidate who would provide leadership in the planning of the future of the Faculty of Social Sciences.

Candidates should have a strong academic background in teaching and research, proven administrative ability, and fluency in French and English. Written application or nomination, accompanied by a resume of qualifications, and names of three referees should be submitted in confidence prior to February 15, 1991 to:

Dr. Michael Dewson
Vice-President, Academic

LAURENTIAN UNIVERSITY HAS AN EMPLOYMENT EQUITY POLICY. THIS POSTING IS DIRECTED EQUALLY TO WOMEN AND MEN.

The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1991 in the following fields: Phospholipid metabolism in mammalian tissues; Developmental endocrinology; Neuropeptidergic regulation of fetus; Molecular endocrinology; Perinanal physiology: Development of the control of breathing including neurophysiology of respiratory neurones in fetal sheep; Pediatric respirology: Airway responsiveness in normal children and in those with lung disease; Immunology; Immunopathology; Allergens; Monoclonal antibody production; Flow cytometry; Organic chemistry of natural macromolecules; Chemistry of biopolymers; Regulation of the immune response; Structure-function relationships of Fc receptors for IgE; Epitopes of common allergens; T and B cell clones; Immunomodulators; Immunological toterance; Tolerogenic conjugates; Antigen-polymer conjugates; Idiotypic networks, Tissue culture technology; Cell biology; Neuroanatomy; Developmental biology and teratology; Cell biology of blood platelets and its application to bleeding and thrombotic disorders; Endocrinology; Hormone regulation; Human growth hormone gene; Growth factor; Human libroblast growth factor; Hormone action; Characterization of genes; Cardiovascular physiology; Molecular biology; Neurobiology; Health policy research, Epidemiology; Biochemical and molecular pharmacology of anticancer agents; Histone modifications; Chromatin structure and function; Purification and characterization of sequence-specific DNA-binding proteins; Aflatoxin B_1-induced hepatocarcinogenesis; C-myc gene human breast cancer cells; Neurochemistry; Alzheimer's Disease; Multiple sclerosis; Membrane lipids and neurotransmitters; Mammalian cell cultures; Transcriptional regulation of kinases; Neuropharmacology of serotonin; Excitatory amino acids in seizure induction; Hepatic regeneration; Splanchnic vascular control; Electrophysiology of antiarrhythmic drugs; Cardiovascular effects of platelet activating factor, and phospholipid metabolism. Normally all positions require a Ph.D. and relevant experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to: **Mrs. Jean Zushman, Executive Assistant to the Vice-President (Academic), Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

Faculty of Education

University of Toronto

Applications are invited for tenure stream positions in the following areas:

- **Computers in Education**
- **Elementary Education** (2 positions)
  (instructional and teacher development)
- **Program Evaluation and Measurement**
- **Science Education**
  (with emphasis on elementary education)

Preferred candidates will possess a doctoral degree and have relevant field-based experience. Demonstrated scholarship is a requirement.

Duties will include program development, teaching at the undergraduate and possibly graduate levels, practicum supervision, research and field development.

Rank and salary for the position will be commensurate with qualifications and experience. The appointment will commence July 1, 1991, or later.

Applications with full curriculum vitae and the names and addresses of three referees should be submitted by January 31, 1991, to **Professor Michael G. Fullan, Dean, Faculty of Education, University of Toronto, 371 Bloor Street West, Toronto, M5S 2R7.** Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval.

The area of specialization of most interest to us is giftedness, but we invite strong applications from those with other specializations. Preferred applicants will: (1) have completed their doctorates prior to the starting date; (2) have demonstrated strong potential for achieving excellence in (a) research and (b) teaching in their field both at the undergraduate and at the graduate level; and (3) be prepared to engage in thesis supervision. The language of instruction and administration at McGill is English, although a knowledge of French is an asset. The base salary for an assistant professor for 1991-92 is $38,740. Actual salary will be commensurate with experience, research record, and professional promise. McGill is an equal opportunity employer. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Cover letters, curriculum vitae, sample publications or thesis excerpts, and at least three letters of reference (addressing research and teaching) should arrive before January 31, 1991, addressed to: Professor George Magee, Chairman, Search Committee, Department of Educational Psychology and Counselling, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada H3A 1Y2; (514) 398-4240; FAX (514) 398-4679.

McGILL UNIVERSITY — Department of Educational Psychology and Counselling. Applications are invited for a tenure-track position at the Assistant Professor level beginning September 1, 1991 (pending budgetary approval). The successful applicant will possess a completed doctorate in Counselling Psychology. Some clinical and teaching experience is desirable. The position requires experience and competence in psychological testing, supervision of counselling interns, current research methodologies in counselling psychology, and career counselling theory. Primary responsibilities are to teach courses in these areas and to assist in the supervision of master's and doctoral theses. The successful candidate will be encouraged to teach related courses in the Family Life Education program (a related program in the same department). The language of instruction and administration at McGill is English, although a knowledge of French is an asset. The base salary for 1991-92 is $38,740. Actual salary will be commensurate with experience, research record, and professional promise. McGill is an equal opportunity employer. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Cover letters, curriculum vitae, sample publications or thesis excerpts, and at least three letters of reference (addressing research and teaching) should arrive before January 31, 1991, addressed to: Professor George Magee, Chairman, Search Committee, Department of Educational Psychology and Counselling, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, Canada H3A 1Y2; (514) 398-4240; FAX (514) 398-4679.

SAINT MARY'S UNIVERSITY, Faculty of Education may have openings for summer session instructors for Masters of Education Programs both on campus and in extension centres (Truro, Nova Scotia, Charlottetown, Prince Edward Island, etc.). Openings are anticipated for courses in educational administration, supervision, curriculum theory and other areas. Please send a current curriculum vitae and letter stating interest before January 31, 1991, to: Dr. Roger Barnsley, Dean of Education, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITE DE REGINA, Faculté d'éducation. Le Baccalauréat en éducation. Poste: Le Baccalauréat en éducation cherche une professeure adjointe ou professeur adjoint(e) en éducation (poste avant mener à la permanence). Ce programme unique est développé dans une université anglophone engagée dans l'expansion de l'enseignement et des services en français. Fonction: Le poste comprend (1) l'enseignement en français dans le programme du Baccalauréat en éducation et (2) participation à l'élaboration du programme. Ce dernier prépare pour l'enseignement dans les écoles francophones d'immersion, de la maternelle à la 12e année. Exigences: Doctorat de préférence en didactique ou en psychopédagogie. Maîtrise avec expérience pertinente serait considérée. Bilingue avec une forte compétence en français. La tâche pourrait comprendre l'enseignement de cours tels: Arts, sciences et stratégies d'enseignement, difficultés d'apprentissage. Expérience d'enseignement dans les disciplines des sciences humaines, de l'éducation physique et des beaux-arts constituerait un atout. Description de la tâche: Enseignement en français dans un programme de formation à l'enseignement. Participation à la planification du programme et à la supervision des stagiaires. Intérêt pour la recherche. Entrée en fonction: Le ler juillet 1991. Les demandes devront être accompagnées du curriculum vitae et de trois références. Elles doivent être adressées avant le 1 février 1991 à: Monsieur R. C. Bryce, doyen, Faculté d'éducation, Université de Régina, Régina, Saskatchewan S4S 0A2.

THE JOINT CENTRE FOR TEACHER DEVELOPMENT is a newly created body representing the Ontario Institute for Studies in Education and the Faculty of Education, University of Toronto. Its mission is to foster and support cooperative endeavours in preservice and inservice teacher development—including research, field development, and graduate study undertaken in collaborative modes. The Joint Centre for Teacher Development invites applications for a field and practice based tenure-track position. The successful candidate should have an understanding of, and familiarity with, relevant educational research in the field of teacher development and should have a record of experience in working back and forth between practice and theory. Applicants should have, or be close to completing, a doctoral degree relevant to teacher development and show evidence of early eligibility for membership in the school of graduate studies. A successful teaching record and established practical credibility is necessary. The successful candidate should have a working knowledge of Canadian education, be familiar with Ontario policy trends, and have concrete ideas about the positioning of her/his work and that of the Centre in this context. A knowledge of Education, McGill University, 3700 McTavish

aerospace engineering is required. Teaching experience would be an asset. Membership, or eligibility for membership, in a Canadian professional engineering society is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and names of three referees, should be addressed to: Professor R.J. Kind, Chairman, Department of Mechanical and Aerospace Engineering, Carleton University, Ottawa, Ontario, K1S 5B6. Salary and rank will be commensurate with qualifications and subject to budgetary approval. Carleton University is committed to equality of opportunity for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Senior Lectureship in Engineering Administration & Management, Department of Mechanical Engineering, School of Engineering. Applications are invited from engineers with a background in the control, analysis of management of large engineering systems or in the general management of industrial technology and resources. Although applicants must have a particular interest in developing postgraduate activities in this field, they may be required to teach undergraduate courses in industrial administration, engineering economics, industrial engineering, robotics or control systems. The Department of Mechanical Engineering pursues research in industrial thermodynamics, yachting, wind engineering, i.e. engines, metal forming and manufacturing systems; there is a strong post-graduate group with research in fluid mechanics, heat transfer, yacht design and performance, alternative fuels and metal forming and receives good industrial support. It wishes to extend existing activities in manufacturing, economics and project management in a major initiative in engineering administration in conjunction with other groups in the School of Engineering and in the Graduate School of Business. Although an appointment is expected to be made at the Senior Lectueship level, a particularly well qualified applicant may be considered for an appointment as an Associate Professor. Commencing salary will be established within the range $NZ52,000 – $60,944 per annum (Senior Lecturer), or $NZ69,680 – $75,940 per annum (Associate Professor). Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 11 January 1991. The University of Auckland — An Equal Employment Opportunity Employer.

UNIVERSITY OF WATERLOO, Department of Civil Engineering. Applications are being invited for a tenure track faculty position at the Assistant or the Associate Professor rank in the subject area of Geotechnical Engineering. Qualifications include a Ph.D. degree in the subject area and eligibility for registration as a Professional Engineer. The successful candidate will be expected to teach courses at the undergraduate and graduate levels in Civil Engineering especially in but not necessarily limited to the subject area. An ability and willingness to conduct and publish scholarly research is required. Specialization in one or more of the following areas is desirable: offshore petroleum geomechanics, constitutive modeling, micromechanics of soils, numerical methods, geosynthetics, laboratory and in-situ testing. Industrial experience will be considered an asset. The effective date of appointment is September 1, 1991, however, the appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Interested persons are invited to submit a resume, the names of three references, plus a short statement of objectives, goals and perceptions about the future of Civil Engineering to Professor G.J. Farquhar, Chairman, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 by February 28, 1991. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Electrical Engineering, invites applications for the following two positions: a) a tenure track position in Electrostatic Hazards Engineering with research interests related to areas such as air pollution control and abatement, solid wastes separation, agriculture and forestry spraying, explosions during storage and handling of materials in industry; b) a tenure track or limited term position in electrical engineering with research interests in either power systems, communications or computer engineering. These positions are intended to be at the Assistant Professor rank, but appointment at the Associate Professor rank may be considered in some circumstances. A successful candidate will hold the degree of Ph.D. or equivalent, and have a strong commitment to research and teaching. Industrial experience is an asset. Duties will include the teaching of undergraduate and graduate students, supervison of graduate student research and pursuit of personal research; salary and rank will be commensurate with experience. Applications, including curriculum vitae and the names of three referees should be sent to: Dr. G.S.P. Castle, Chairman, Department of Electrical Engineering, The University of Western Ontario, London, Ontario N6A 5B9, Canada. Posiions are subject to budget approvel. In accordance with Canadien immigration requirements, piloity will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

CONCORDIA UNIVERSITY. Faculty Position in Geotechnical Engineering. The Department of Civil Engineering at Concordia University invites applications for a tenure-track faculty position in Geotechnical Engineering. Candidates are sought at the Assistant Professor level, however, a higher rank will be considered if warranted by the experience and established record of the applicant. Applicants must possess a Ph.D. in Civil Engineering with specialization in numerical modelling and computer applications. They should also have either a strong background or demonstrated expertise related to geoenvironmental problems. The area of research is soil and groundwater contamination. Practical experience is an important asset. The successful candidate will be expected to establish a significant research program, supervise M.Eng. and Ph.D. students and teach undergraduate and graduate courses. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to Professor O.A. Pekau, Chairman, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, Canada H3G 1M8. The position is available immediately and applications will be accepted until it is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada, but other exceptionally qualified candidates are also encouraged to apply. Equal consideration will be given to male and female applicants.

UNIVERSITY OF NEW BRUNSWICK, Mechanical Engineering. Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in computer aided manufacturing or in automatic control to complement its strong computer aided design research program. Candidates should have completed a Ph.D. degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. H.G. Davies, Chairman, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in power systems/high voltage insulation and microwave integrated circuits. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. If is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. Victor H. Quintana, Chairman, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ENGINEERING
INGÉNIERIE

ECOLE POLYTECHNIQUE. Le Département de génie électrique et de génie informatique de l'Ecole Polytechnique est à la recherche de candidats ou candidates pour combler un poste de professeur ou professeure en génie électrique. Fonctions: La personne choisie sera appelée à participer à l'enseignement à tous les niveaux d'études, soit dans la section d'électronique ou dans la section d'informatique. Elle devra également participer aux activités de recherche du groupe de recherche en microélectronique et éventuellement s'intégrer aux propres axes de recherche. Elle pourra être appelée à participer à l'enseignement de sujets tels que: l'électronique, la microélectronique, les architectures d'ordinateurs, les systèmes d'exploitation, l'infographie ou les logiciels de base. Exigences: Avoir un doctorat (Ph.D.) dans un domaine pertinent: génie électrique, informatique ou génie informatique. Être membre de l'Ordre des ingénieurs du Québec ou être admissible. Une expérience en industrie serait un atout. Une expérience de recherche en microélectronique dans un des domaines suivants est essentielle: conception, vérification, architectures, outil de conception, tolérance aux défectuosités. La langue de travail de l'établissement est le français. Salaire et conditions: Les traitements et avantages sociaux seront déterminés conformément aux normes en vigueur à l'École Polytechnique. Date d'entrée en fonction: le 1er mars 1991. Les candidatures accompagnées d'un curriculum vitae et de références doivent parvenir avant le 15 janvier 1991 au: Directeur, Département de génie électrique et de génie informatique, École Polytechnique de Montréal, C.P. 6079, Succ. A, Montréal (QC) H3C 3A7. Conformément aux lois sur l'immigration, cette annonce s'adresse de préférence aux citoyens canadiens et aux résidents permanents, hommes ou femmes. Nous offrons des chances d'emploi égales à tous.

ENGLISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Sir Wilfred Grenfell College invites applications for a tenure-track position in the Department of English Language and Literature primarily to dramatic literature beginning September 1, 1991. Subject to budgetary approval). Applicants should be prepared to teach modern and contemporary drama at the fourth year level, one or two elective courses in the 19th century, and survey, American, Canadian, or contemporary British Drama, and a section of first-year English. Preference will be given candidates holding a Ph.D. in hand and having teaching experience in these areas. Salary and rank dependent on qualifications and experience. Applicants may wite and names of three referees should be submitted to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, NF A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada, but other exceptionally qualified candidates are also encouraged to apply Equal consideration will be given to male and female applicants.

UNIVERSITY OF NEW BRUNSWICK. Mechanical Engineering. Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in computer aided manufacturing or in automatic control to complement its strong computer aided design research program. Candidates should have completed a Ph.D. degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. H.G. Davies, Chairman, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. In accodance with the Canadian and Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in power systems/high voltage insulation and microwave integrated circuits. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. If is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. Victor H. Quintana, Chairman, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

MOUNT ALLISON UNIVERSITY. Department of English. Applications are invited for one or more one-year sabbatical leave replacement positions, subject to budgetary approval, commencing on July 1, 1991. Appointments will be at the rank of Lecturer or Assistant Professor. An applicant should preferably hold a Ph.D. in English. Duties include undergraduate teaching and research. Teaching duties will include an introductory course and one or more courses in Canadian literature and/or Drama; help in Modern Literature may also be needed. The 1990-91 salary range for Lecturer is $28,019 to $40,319 and for Assistant Professor is $34,169 to $48,009. An application should include a curriculum vitae and the names of three referees, and should be sent to: Professor M. Thorpe, Head and Chair, the Search Committee, Department of English, Mount Allison University, Sackville, New Brunswick E0A 3C0; Fax: (506) 364-2216. The closing date for receipt of applications is 31 January 1991. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will also be considered. Applications are encouraged from minority groups and both genders.

UNIVERSITY OF OTTAWA, Department of English. Applications are invited for a third tenure-track position at the rank of Assistant Professor effective July 1, 1991, subject to budgetary approval. Deadline January 25, 1991. The Department is looking for a well-qualified applicant with, as a minimum, e Ph.D. and some publications. This is an open position not restricted to a particular specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is a University policy. Send curriculum vitae and have three letters of reference forwarded to: Dr. Stanus, Chair, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a tenure-track position in Renaissance Drama or 17th-Century Poetry and Prose at the rank of Assistant Professor, subject to budgetary approval. The Ph.D. is essential; teaching experience and publications are desirable. The appointment will commence on 1 July 1991. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Dr. P.T. Millaid, Chair, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Deadline for applications: 31 December 1990. The University of Saskatchewan is committed to the principles of employment equity In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF GUELPH. The Department of English at the University of Guelph invites applications for two tenure-track appointments at the level of Assistant Professor, to take effect 1 July 1991. Position 1. Canadian and/or Commonwealth Literature. Position 2: Expertise preferred in two or more of the following areas: Canadian Literature, Children's Literature, Commonwealth Literature, Creative Writing, Eighteenth Century Literature, Nineteenth Century British/American Literature, and Medieval/Old English/History of the Language. Salary will be determined according to qualifications and experience. Candidates must have completed (or very nearly completed) the Ph.D. and be able to demonstrate excellence in teaching and scholarship. (The degree requirement could be waived in the case of a very highly qualified candidate in the area of Creative Writing.) The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointments are subject to final budgetary approval. Candidates should send a c.v., transcripts, and three letters of reference to Professor Constance Rooke, Chair, Department of English, University of Guelph, Guelph, Ontario, N1G 2W1, before January 31, 1991

LUTHER COLLEGE, UNIVERSITY OF REGINA. Applications are invited for a tenure track position in English at the Assistant Professor level starting July 1, 1991, subject to budgetary approval. Candidates should have a Ph.D in English. The area of specialation is open, but presenlly the College is considering applicants with an interest in: Women's Studies, the teaching of composition and writing, and Canadian literature. Candidates should have a demonstrated ability in undergraduate teaching, potential for research, and an interest in interdisciplinary studies in a Christian college which is one of three colleges federated with the University of Regina. Responsibilities include undergraduate teaching, research, academic counselling, and College and University committee work. Applications should include a curriculum vitae outlining disciplinary interests, teaching experience, examples of publications, three letters of reference, which are to be sent to Dr. Arthur A. Krentz, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages women to apply for the position. Deadline for applications is January 30, 1991.

WILFRID LAURIER UNIVERSITY. The Departmenl of English, Wilfrid Lauriet University, invites applications for a tenure-track position (subject to budgetary approval) from specialists in American Literature or in genie studies (fiction or poetry). Secondary qualifications in critical or rhetorical theory will be a distinct asset. Completed (or nearly completed) Ph.D required, publications and teaching experience preferred. Rank and salary open, commensurate with qualifications and experience. Letters of application, as well as letters from at least three referees, should be sent by February 1, 1991 to: Dr. Paul Tiessen, Chairperson, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and poimanent residents of Canada. Wilfrid Laurier University has established a smoke-free environment.

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a tenure-track position in Modern Literary Studies at the rank of Assistant Professor, subject to budgetary approval. The Ph.D. is essential; teaching experience and publications are desirable. The appointment will commence on 1 July 1991. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Dr. P.T. Millaid, Chair, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. Deadline for applications: 31 December 1990. The University of Saskatchewan is committed to the principles of employment equity In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

The University of Manitoba
Faculty of Medicine
PROFESSOR AND HEAD

Applications are invited for the tenured position of Professor and Head, Department of Family Medicine, at the Faculty of Medicine, University of Manitoba for a five year term commencing July 1, 1991, or as soon as possible thereafter.

Candidates should have a substantial record and academic achievement in family medicine and extensive experience in teaching and research, as well as proven administrative experience. The department is responsible for programs of education at the undergraduate and postgraduate levels.

Candidates must have senior specialty qualifications in family medicine in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Family Medicine by the College of Family Physicians of Canada is preferred.

The University of Manitoba offers good working conditions, a competitive salary and an attractive fringe benefit package.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted not later than January 31, 1991 to:

DR. N.R. ANTHONISEN, CHAIR, DEPARTMENT OF FAMILY MEDICINE SEARCH COMMITTEE, FACULTY OF MEDICINE, UNIVERSITY OF MANITOBA, A101 - 753 McDERMOT AVENUE, WINNIPEG, MANITOBA, R3E 0W3.

Laurentian University / Université Laurentienne
Sudbury Ontario Canada P3E 2C6 (705)675-1151

DIRECTEUR OU DIRECTRICE DE LA BIBLIOTHÈQUE

L'Université Laurentienne sollicite des candidatures au poste de directeur ou directrice de la bibliothèque pour une période de cinq ans à compter du 1er juillet 1991. Il s'agit d'un poste administratif supérieur relevant du vice-recteur à l'enseignement, et dont les responsabilités englobent la planification, l'organisation et le direction des opérations de la bibliothèque universitaire.

Les candidats et candidates intéressés doivent posséder un grade en bibliothéconomie décerné par une école de bibliothéconomie agréée, ainsi qu'une expérience considérable dans une bibliothèque d'université, et être en mesure de relever le défi qu'offre une université bilingue. La personne choisie devra démontré sa capacité de communiquer efficacement avec le personnel d'une bibliothèque, les professeurs, les étudiants et les cadres universitaires. En outre, elle devra pouvoir travailler aussi bien en français qu'en anglais.

La bibliothèque de l'Université Laurentienne possede une collection de plus de 800 000 documents conservés dans le nouvel immeuble J.N Desmarais. Son budget annuel s'élève à trois millions de quart de dollars et son personnel de 50 employés à plein temps (dont 11 bibliothécaires) sert 5 000 étudiants et 300 professeurs sur le campus, en plus d'une importante clientèle qui suit des cours de formation à distance dans de nombreux centres du nord-est de l'Ontario.

Conformément aux exigences de l'immigration au Canada, la présente annonce s'adresse d'abord aux citoyens canadiens et aux personnes domiciliées en permanence au Canada.

Les candidatures et mises en candidature seront acceptées jusqu'au 15 février 1991. Les personnes intéressées sont priées de faire parvenir un curriculum vitae à jour et les noms de trois répondants à **M. Michael R.J. Dewson, Vice-recteur à l'enseignement (Corps professoral et services).**

L'UNIVERSITÉ LAURENTIENNE APPLIQUE UNE POLITIQUE D'ÉQUITÉ DANS L'EMPLOI. CETTE ANNONCE S'ADRESSE ÉGALEMENT AUX FEMMES ET AUX HOMMES.

DIRECTOR OF THE LIBRARY

Laurentian University seeks candidates for the positon of Director of the Library to take up the position by July 1, 1991 for a 5-year term. The Director of the Library is responsible for planning, organizing and directing the operations of the Library. This is a senior administrative position reporting to the Vice-President, Academic.

Interested candidates must have a library degree from an accredited Library School, togather with considerable professional experience in an Academic Library, and be oriented to the challenge that a bilingual university offers. The successful candidate will have proven ability to communicate effectively with Library staff, faculty, students and administration. The ability to work in both English and French is essential.

The Laurentian University Library includes a collection of over 800,000 items housad in the new J.N Desmarais building. With a personnel complement of 50FTE (including 11 librarians), and an annual budget of 3 1/4 million dollars, the library serves an on-campus population of 5,000 students and 300 professors, as well as a substantial distance education clientele studying in numerous centres across northeastern Ontario.

In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Deadline for applications or nominations is February 15, 1991. Please submit recent curriculum vitae and names of three referees to: **Dr. Michael R.J. Dewson, Vice-President Academic (Faculty and Services).**

LAURENTIAN UNIVERSITY HAS AN EMPLOYMENT EQUITY POLICY. THIS POSTING IS DIRECTED EQUALLY TO WOMEN AND MEN.

ENVIRONMENTAL STUDIES

TRENT UNIVERSITY: The Geography Department and the Environmental and Resource Studies Program invite applications for a tenure-track position at the level of assistant professor, to begin July 1, 1991. Applicants should have graduate training in geography and Environmental or resource studies, with interests and experience in quantitative and computer applications to natural resource management questions. Background in geographic information systems and/or remote sensing would be an asset. Candidates should hold a Ph.D or equivalent. Successful applicants will be expected to teach, conduct original research and undertake the usual administrative duties of an assistant professor. Graduate student supervision is possible through several graduate programs. Please send a letter of application with a complete c.v. by February 15, 1991, to either: Dr. Frederick Helleiner, Chair, Department of Geography, or Dr. Thomas Whillans, Chair, Environmental and Resource Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

FAMILY STUDIES

UNIVERSITY OF GUELPH. Marriage and Family Therapy. The Department of Family Studies invites applications for a tenure-track position in marriage and family therapy. Applicants should hold a doctoral degree with corresponding training and experience in marriage and family therapy. Applicants should be eligible to or be a current clinical member and approved supervisor of the American Association for Marriage and Family Therapy. Responsibilities would include undergraduate and graduate teaching, participation in MSc and PhD graduate programs in Family Relations and Human Development which includes specialization in marriage and family therapy, establishment of a systematic and vigorous research program, and participation in the activities of the Marriage and Family Therapy Centre. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. The appointment is subject to final budgetary approval. The Department anticipates initiating the interview process in the Spring of 1991. Appointments are anticipated as of July 1, 1991, or until this position is filled. Applicants should send a current curriculum vitae, a summary of graduate training (or a copy of educational transcripts), and the names of at least three referees to Marshall Fine, Co-Chair, Selection Committee, Department of Family Studies, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 (519-824-4120, Ext. 6336).

FINANCE

CONCORDIA UNIVERSITY. The Department of Finance at Concordia University is seeking qualified applicants for tenure track and visiting positions at all ranks starting June 1, 1991. All areas of finance will be considered. For appointment as an Assistant Professor, preference will be given to candidates who have completed their Ph.D. degrees and indicate strong orientation to academic research. Candidates for higher ranks must provide evidence of excellent teaching and research record. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and Ph.D. levels. Teaching in the Executive MBA Program is also encouraged. Salaries are competitive and depend on rank, research record, and experience. Applications are also invited for limited-term positions as lecturers. At least an MBA and relevant work experience is expected. Concordia University is committed to employment equity and encourages applications from qualified females, persons with disabilities, aboriginal peoples, or persons who are, because of their race or colour, in a visible minority in Canada and members of minority groups. In accordance with the Canadian immigration regulations, this advertisement is directed at Canadian citizens, landed immigrants and persons otherwise qualified to work in Canada. Please contact Dr. A. Jalilvand, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 Canada; (514) 848-2790 or 848-2789.

FOODS & NUTRITION

UNIVERSITY OF ALBERTA. Teaching-research position in foods or human nutrition. Ph.D. in Foods, Human Nutrition or related science. Post-doctoral research experience as well as some teaching experience desirable. Eligibility for membership in the Canadian (or American) Dietetic Association is required. This tenure-track position will involve teaching foods or human nutrition at the undergraduate and graduate levels. The position will provide an opportunity to emphasize courses related to foods, nutrition or dietetics. The successful candidate will be expected to develop a creative and productive research program in his/her area of specialization as well as obtain external funding for research. The salary range in 1990/91 for Assistant Professor is $36,910 – $53,374. Interested applicants should submit a resume, academic transcripts and the names of three persons who would provide references to: Dr. Zenia J. Harwych, Chairperson, Department of Foods and Nutrition, Faculty of Home Economics, University of Alberta, Edmonton, Alberta, Canada T6G 2M8. Appointment date of July 1, 1991 or negotiable. Closing date for applications is February 1, 1991. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FORESTRY

UNIVERSITY OF NEW BRUNSWICK. Faculty of Forestry. Applications are invited for a 12-month, tenure-track appointment in Forest Economics at the Assistant Professor rank subject to budgetary approval. A PhD or equivalent experience is required. The appointee will teach undergraduate and graduate courses, supervise graduate students, and will be expected to mount a strong research program. Preference will be given to those candidates with a strong forestry background who are oriented to social and economic considerations in forest management. Applications, including a curriculum vitae and names of three referees, should be submitted to: Dr. G.L. Baskerville, Dean, Faculty of Forestry, University of New Brunswick, Bag Service 44555, Fredericton, New Brunswick, Canada, E3B 6C2. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. University of New Brunswick is committed to the principle of employment equity.

UNIVERSITE DE MONCTON. L'Ecole de sciences forestières de l'Université de Moncton, située à Edmundston, est à la recherche de candidatures visant à combler le poste de professeur(e) de dendrométrie et statistiques appliquées. Le/La candidat(e) sera chargé(e) de l'enseignement de ces matières du premier cycle. De plus, il/elle devra superviser des mémoires de fin d'études et participer à la planification des stages pratiques. A titre de professeur-chercheur/professeure-chercheuse, il/elle devra élaborer un programme dynamique de recherche dans sa discipline, collaborer avec ses collègues à des projets de groupe, et prendre part aux activités des comités reliés au secteur des sciences forestières. L'École de sciences forestières est très impliquée dans le développement culturel, social et forestier de son milieu et le candidat(e) sera tenu de rendre service à la collectivité. Qualifications requises: Un doctorat en dendrométrie, en biostatistiques ou en aménagement forestier, ou une maîtrise et l'équivalent. Le/La candiat(e) doit faire partie d'une association reconnue de professionnels en foresterie, ou du moins, y être éligible. La langue d'enseignement de l'Université de Moncton étant le français, une bonne connaissance du français écrit et parlé est nécessaire. La date d'entrée en fonction est le 1 juillet 1991. Un résumé académique et trois lettres de recommandation doivent être expédiés à l'adresse suivante avant le 1 février 1991: M. Roland LeBel, directeur, École de sciences forestières, Université de Moncton (CUSLM), 165, boulevard Hébert, Edmundston, N.B., E3V 2S8. L'Université de Moncton a une politique d'égalité en matière d'emploi.

FRENCH

UNIVERSITY OF VICTORIA. The Department of French Language and Literature at the University of Victoria intends to appoint an Assistant Professor to a tenure-track position, effective July 1, 1991. Salary will depend on qualifications and experience. Candidates should have a doctorate, and should present clear evidence of teaching experience and active research interest in la Francophonie (Caribbean and African literature). Some expertise in French linguistics would be an additional desirable attribute. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is committed to an employment equity program. Women are especially encouraged to apply. Please send applications, together with a curriculum vitae and the names of three referees to Dr. Barry F. Beardsmore, Chair, Department of French Language and Literature, University of Victoria, P.O. Box 3045, Victoria, B.C., Canada, V8W 3P4, (604) 721-7364. Deadline date for applications is January 20, 1991.

SIMON FRASER UNIVERSITY, Department of French. There is one tenure-track position at the rank of Assistant Professor to be filled in the Department of French, Simon Fraser University as of September 1, 1991. Duties will include undergraduate and graduate teaching of literature and literary analysis at all levels. May also include advanced-level language courses. Candidates should have a primary specialization or demonstrated interest in the literature of the Middle Ages to the Seventeenth Century. Qualifications: An appropriate Ph.D. is required as are teaching experience and publications. Fluency in oral and written French and English. Salary: As per placement on Assistant Professor scale. Deadline: Until filled. Applications, together with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Barrie E. Bartlett, Chair, Department of French, Simon Fraser University, Burnaby, B.C., V5A 1S6; Fax No. (604) 291-3033. In accordance with Canadian immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and welcomes employment opportunities to qualified applicants.

WILFRID LAURIER UNIVERSITY. The Department of French at Wilfrid Laurier University invites applications for a full-time position at the rank of Assistant Professor beginning July 1, 1991, subject to budgetary approval. Candidates should have a specialization in the area of Eighteenth-Century French literature and an interest in the methods of teaching undergraduate language courses. Candidates must possess a doctoral degree at the time of the appointment. Priority will be given to Canadian citizens and permanent residents; candidates of either sex are equally encouraged to apply. Please send a full curriculum vitae with the names and addresses of three referees before March 1, 1991 to the Chairperson, Department of French Language and Literature, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.

ST. FRANCIS XAVIER UNIVERSITY. The Department of Modern Languages invites applications for three tenure-track positions, subject to budgetary approval, commencing September 1, 1991. Candidates must hold a Ph.D. and have expertise in at least one of the following fields: Medieval and Renaissance literature; 18th and 19th century French literature; applied linguistics. A knowledge of Acadian speech and literature will be considered an asset. Duties will include teaching French as a second language. Consequently, mastery of both spoken and written French is essential. Closing date for receipt of applications is January 31, 1991. Applicants should send their curriculum vitae and three letters of reference to Dr. Micheline Boudreau-Walker, Chair, Department of Modern Languages, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY, Department of Modern Languages and Classics. Saint Mary's University invites applications for two tenure-track appointments in French at the rank of Assistant or Associate Professor, depending on qualifications and experience, for September 1, 1991. Applicants should have completed Ph.D. in French and have a commitment to research and publication. They should be able to contribute significantly to the teaching of French language and literature courses at the undergraduate level. Native or near-native fluency in French, as well as in English, are essential. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Send letters of application, a complete curriculum vitae, and the names of three referees prior to December 31, 1990 to: Dr. Anthony J. Farrell, Chairperson, Department of Modern Languages and Classics, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF WATERLOO. Le Département de français de l'Université de Waterloo sollicite des candidatures à un poste de professeur(e) adjoint(e) pouvant conduire à la permanence. Les candidat(e)s doivent être titulaire d'un doctorat, posséder une excellente maîtrise de la langue française, et être capablee d'enseigner des cours de langue à tous les niveaux du premier cycle. Une spécialisation en linguistique serait un atout, mais c'est surtout la polyvalence qui sera prise en considération. Le traitement sera établi en fonction des qualifications at de l'expérience. Les dossiers, accompagnés des noms de 3 répondant(e)s doivent être envoyées à l'adresse suivante: Prof. Delbert Russell, Directeur, Département de français, University of Waterloo, Waterloo, Ont., N2L 3G1. Entrée en fonction le 1a juillet 1991; les candidatures seront acceptées jusqu'au 15 janvier 1991. Conformément aux exigences de l'immigration canadienne, la priorité sera donnée aux citoyens canadians et aux résidents permanents. L'Université de Waterloo a une politique d'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles, à poser leur candidature.

McGILL UNIVERSITY. Département de langue et littérature françaises. Poste de Professeur(e) adjoint(e), donnant accès à la permanence. Spécialité: Traduction anglais/français; domaines connexes: critique et théorie littéraires; littérature moderne. Qualifications: doctorat en traduction ou en littérature; expérience pertinente de l'enseignement. Clôture du concours: le 15 février 1991. Entrée en fonctions le 1er septembre 1991. Envoyer curriculum vitae et le nom de trois répondants au Directeur, Département de langue et littérature françaises, McGill University, 3460, rue McTavish, Montréal, Québec H3A 1X9. Conformément aux règlements de l'immigration, cette offre s'adresse aux citoyens canadiens et aux résidents permanents. Sous réserve d'autorisation budgétaire.

McGILL UNIVERSITY. Département de langue et littérature françaises. Poste de Professeur(e) adjoint(e), donnant accès à la permanence. Spécialité: littérature du 16e siècle; domaine connexe: théorie de la littérature. Qualifications: doctorat, publications, expérience de l'enseignement. Clôture du concours: le 15 février 1991. Entrée en fonctions fe 1er septembre 1991. Envoyer curriculum vitae et le nom de trois répondants au Directeur, Département de langue et littérature françaises, McGill University, 3460, rue McTavish, Montréal, Québec H3A 1X9. Conformément aux règlements de l'immigration, cette offre s'adresse aux citoyens canadiens at aux résidents permanents. Sous réserve d'autorisation budgétaire.

GENERAL SCIENCE EARTH SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, SIR WILFRED GRENFELL COLLEGE. Generet Science/Earth Science. Sir Wilfred Grenfell College invites applications for a sabbatical replacement position in General Science/Earth Science effective September 1, 1991 (subject to budgetary approval). Candidates are expected to teach a two semester survey course in General Science (including aspects of Biology, Geology, Physics and Chemistry) for Nurse Primary/Elementary Teachers as well as a two semester Introductory Earth Science course (Physical/Historical). Ph.D. or near completion preferred. Rank and salary are dependent upon qualifications and experience. Curriculum vitae and names of three references should be submitted to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, NF, A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

GEOGRAPHY

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Department of Geography. Applications are invited for a Lectureship in Physical Geography. Applicants should have a PhD or equivalent qualification, and have teaching and research interests in natural environmental processes, especially in biogeography or hydrology of water resources. Commencing salary will be established within the ranges $NZ37,440 – $45,448 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 31 December 1990. The University of Auckland — An Equal Employment Opportunity Employer.

UNIVERSITY OF WINNIPEG. Department of Geography. Applications are invited for a 3-year term replacement (subject to budgetary approval) at the rank of Assistant Professor. Responsibilities will include teaching and some lab instruction of G.I.S., Computer Mapping and first year Geography. The successful applicant may also be asked to teach labs for Spatial and Statistical Analysis courses in the 1991-92 academic year. Ph.D. preferred. Please apply with curriculum vitae and the names of three referees to: Dr. William Rannie, Chairman, Department of Geography, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9; Telephone: (204) 786-9234. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date: January 15, 1991.

CARLETON UNIVERSITY. Department of Geography. Subject to budgetary approval, applications are invited to a tenure-track position at the Assistant Professor level beginning 1 July 1991. Applicants should have applied expertise in geographical information systems/remote sensing, with substantive interests in land resources (evaluation, management, policy, conflict). This position will augment the Department's research on the social and biophysical implications of environmental change and involves graduate and undergraduate teaching responsibilities. A completed Ph.D., and strong teaching, research, and publications records are required. Submit a curriculum vitae and the names of three referees to Professor Michael Fox, Chairperson, Department of Geography, Carleton University, Ottawa, Ontario K1S 5B6 by 15 January 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

BROCK UNIVERSITY. The Department of Geography invites applications for two tenure-track appointments at the rank of Assistant/Associate Professor, beginning July 1, 1991, subject to budgetary approval. Physical Geography: The appointee will have a Ph.D. with specialization in Biogeography and will be expected to develop and teach courses in that field, as well as contribute to the introductory courses in the Physical Geography program. Demonstration of teaching ability and research potential is necessary. Human Geography: The appointee will have a Ph.D. with specialization in Social Geography and an emphasis in the field of social policy, and will be expected to develop and teach courses in this field, as well as contribute to the introductory courses in the Human Geography program. Demonstration of teaching ability and research potential is necessary. Candidates for both positions should submit an up-to-date curriculum vitae and the names of three referees to: Dr. John McNeil, Chair, Department of Geography, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The closing date for applications is February 28, 1991. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is an equal opportunity employer with a positive action policy for faculty appointments and women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY OF WATERLOO. Department of Geography. Applications are invited for a tenure track position in

SCHOOL OF PUBLIC ADMINISTRATION

The School of Public Administration offers programs of studies leading to the degree of Master of Public Administration, a Diploma in Public Sector Management, and a Certificate in Administration of Aboriginal Governments. The MPA is a multidisciplinary program and is intended for practising or prospective managers who wish to acquire or update the necessary skills for effective and responsible public sector management and policy analysis. The DPSM is a distance education program intended for mid-level managers in the public sector. The Administration of Aboriginal Governments Program is a modified distance education program intended especially for those working in or with aboriginal governments.

Applications are invited for a tenure track position at the Associate or Assistant Professor level.

The position is for a candidate with expertise in aboriginal governments and organizations and an interest in the development of a new program in aboriginal management, complemented with strengths in one of several fields, including communications, management, organizational behaviour, political science, and others. The School also offers policy seminars. Therefore, policy fields of interest should be indicated by applicants.

Candidates should have a PhD. in an appropriate field and a promising Research and Publication record. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity programme. Aboriginal people and women are particularly encouraged to apply. Applications, along with the names of three referees, should be submitted to:

Dr. John Langford
Director
School of Public Administration
University of Victoria
P.O. Box 1700
Victoria, British Columbia
V8W 2Y2

Telephone (604) 721-8055
Fax (604) 721-8849

UVic
UNIVERSITY OF VICTORIA

NORTHEASTERN ONTARIO REGIONAL CANCER CENTRE

is accepting applications for a full-time

RESEARCH TECHNICIAN

for the Division of Research

A position is available for a Technician to join the research team engaged in basic and clinical research in human cancer. A minimum of 2 years experience in recombinant DNA technology including Southern/Northern blotting and DNA cloning/sequencing is required.

Please send curriculum vitae and the names of 3 references to:

Dr. Anthony Ho
Northeastern Ontario Regional Cancer Centre
41 Ramsey Lake Road
Sudbury, Ontario
P3E 5J1

Human Geography at the rank of Assistant Professor. PhD at the time of appointment is expected and applicants should demonstrate expertise in at least one area of substantive research. The successful candidate will be expected to teach a second year course in economic geography. The Department is part of the Faculty of Environmental Studies, which includes a School of Architecture, a School of Urban and Regional Planning and a Department of Environment and Resource Studies. Geography programs include an undergraduate general degree through either regular or correspondence studies, an honours degree through either regular or co-operative studies, and graduate degrees in the Master's and Doctoral levels. Applications should be sent to Dr. R.A. Bullock, Department of Geography, University of Waterloo, Waterloo, Ontario N2L 3G1 and should be mailed to arrive no later than January 31, 1991. Applicants should arrange for three referees to submit letters of support directly to Waterloo by the same date. The appointment is effective July 1, 1991, or as soon as possible thereafter. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

TRENT UNIVERSITY: The Geography Department and the Environmental and Resource Studies Program invite applications for a tenure-track position at the level of assistant professor, to begin July 1, 1991. Applicants should have graduate training in geography and Environmental or resource studies, with interests and experience in quantitative and computer applications to natural resource management questions. Background in geographic information systems and/or remote sensing would be an asset. Candidates should hold a Ph.D. or equivalent. Successful applicants will be expected to teach, conduct research and undertake the usual administrative duties of an assistant professor. Graduate student supervision is possible though several graduate programs. Please send a letter of application with a complete c.v. by February 15, 1991, to either: Dr. Frederick Helleiner, Chair, Department of Geography, or Dr. Thomas Whillans, Chair, Environmental and Resource Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

GERMAN

THE UNIVERSITY OF CALGARY Department of Germanic and Slavic Studies invites applications for an Assistant Professor of German (tenure-track) effective July 1, 1991. Candidates with a completed PhD and qualifications in the area of the history of the German language, German literature or linguistics are preferred. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applicants, with a curriculum vitae and the names of three references, should be sent by January 1, 1991 to: Dr. Juergen Jahn, Head, Department of Germanic and Slavic Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4.

QUEEN'S UNIVERSITY. Assistant Professorship, German. Applications are invited for a tenure-track appointment at the rank of Assistant Professor as of 1 July 1991. Applicants should have a Ph.D. or equivalent, native or near-native fluency in German, expertise in German literature before 1700, and a demonstrated interest in research as well as teaching. The duties of the position will involve teaching German language and literature courses at all levels, undergraduate and graduate, as well as normal faculty responsibilities. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and arrange for three confidential letters of reference to be sent to Dr. Patrick O'Neill, Head, Department of German Language and Literature, Queen's University, Kingston, Ontario, Canada K7L 3N6 by no later than 31 December 1990. Candidates of either sex are equally encouraged to apply. Ouaan's University is willing to help the spouse of a new appointee to seek suitable employment.

GERONTOLOGY

UNIVERSITY OF WATERLOO. The Program in Gerontology, Faculty of Applied Health Sciences, at the University of Waterloo, an Employment Equity Employer, invites applications for a tenure track position at the level of Assistant or Associate Professor beginning in the Fall of 1991. This position is subject to budgetary approval. Applicants should have a Ph.D. in an area of Gerontology, and also have a wide knowledge of other areas of Gerontology, particularly in the area of research methodology. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. In order for an application to be complete, a curriculum vitae of the candidate, and three letters of references, sent directly from the referees, are required. The deadline for applications is January 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. W.F. Forbes, Chair, Program in Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

HISTORY

McMASTER UNIVERSITY. The Department of History of McMaster University invites applications for a tenure stream appointment at the rank of Assistant Professor. The successful candidate will teach principally in the History of Islam which also should be the candidate's primary research area; candidates must also have teaching competence in another field of History deemed complementary to the department's European offerings below. Requirements are a completed Ph.D; teaching experience and publications are desirable. Salary is dependent upon qualifications; the minimum salary for Assistant Professor in 1990/91 is $34,868. Applications, including curriculum vitae, and letters sent by three academic referees, should be addressed to: Dr. J.C. Weaver, Chair, Department of History, Chester New Hall, 621, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. The appointment, subject to final budgetary approval, will be effective on July 1, 1991. Applications will be accepted until January 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

TRENT UNIVERSITY: The Department of History at Trent University invites applications for two tenure-track positions at the Assistant Professor level, effective 1 July 1991. Pending budgetary approval, one of them may be at the Associate level. The positions will be in Canadian history in one or more of the following fields: (1) American history; (2) Latin American history; (3) Native peoples and/or social history of Britain, Europe, or the developing world. The duties of one of the positions will include primary responsibility for a course in 19th-century American history. For applicants offering only one of the desired fields, an ability to teach in another area of the department curriculum would be an asset. Candidates should have a Ph.D. and, preferably, teaching experience. Please send applications, including a curriculum vitae, and arrange to have three letters of reference sent to Douglas McCalla, Chair, Department of History, Trent University, Peterborough, Ontario, K9J 7B8 by 15 January 1991 (FAX 705-748-1795; Telephone 705-748-1741). Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY: The Department of History at Trent University invites applications for one or more limited term positions for one or two years at the Assistant Professor level, effective 1 July 1991. The position(s) entail research and teaching in the history of modern Canada, some teaching in American history may also be required. Some teaching in the off-campus program may also be involved. Candidates should have a Ph.D. and, preferably, teaching experience. Please send applications, including a curriculum vitae, and arrange to have three letters of reference sent to Douglas McCalla, Chair, Department of History, Trent University, Peterborough, Ontario, K9J 7B8 by 15 January 1991; (Fax 705-748-1795; Telephone 705-748-1741). Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY: The Department of History at Trent University invites applications for a limited term position for one or two years at the Assistant Professor level, effective 1 July 1991. The position, which is subject to budgetary approval, entails research and teaching in the history of medieval and early modern Britain and/or Europe. Some teaching in the off-campus program may be involved. Candidates should have a Ph.D. and, preferably, teaching experience. Please send applications, including curriculum vitae, and arrange to have three letters of reference sent to Douglas McCalla, Chair, Department of History, Trent University, Peterborough, Ontario, K9J 7B8 by 15 January 1991; (FAX 705-748-1795; Telephone 705-748-1741). Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Applications are invited for a tenure-track position in Women's History. The Department is particularly interested in receiving applications from candidates in a field other than Canadian history. The appointment, which is subject to budgetary approval, will be at the rank of assistant professor. A Ph.D. (or equivalent) plus a commitment to research and publication are required. Interested candidates for this position are asked to forward a copy of their curriculum vitae and to have two letters of reference sent to Dr. R.C. Elwood, Department of History, Carleton University, Ottawa, Ontario, K1S 5B6, before 1 February 1991. In accordance with Canadian immmigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

CARLETON UNIVERSITY. Applications are invited for a tenure-track position in Latin American History. Specialists in either the colonial or the national period are invited to apply. The appointment, which is subject to budgetary approval, will be at the rank of assistant professor. A Ph.D. (or equivalent) is required. Interested candidates for this position are asked to forward a copy of their curriculum vitae and to have two letters of reference sent to Dr. R.C. Elwood, Department of History, Carleton University, Ottawa, Ontario, K1S 5B6, before 1 February 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for the position of sessional lecturer or visiting assistant professor (1 September 1991 – 30 April 1992), subject to the availability of funds. Applicants should be prepared to teach in at least two of the following fields: World History; ca. 500 – 1750 A.D.; Modern World History; Canadian History, possibly including International Relations; Medieval Europe; and United States. Current salary range (8 months) is $20,504 – $27,265, depending upon qualifications and experience. Minimum qualification: successful completion of Ph.D. comprehensive examinations or equivalent; Ph.D. and teaching experience preferred. Send a letter of application, a curriculum vitae, university transcripts and three confidential letters of appraisal to Dr. D.J. Hall, Chair, Department of History, The University of Alberta, Edmonton, Alberta, T6G 2H4. Closing date: February 28, 1991. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. American citizens who qualify under the Free Trade Agreement are exempt from advance validation of employment by Canadian employment and immigration.

MOUNT ALLISON UNIVERSITY. Department of History. Applications are invited for a one year term appointment, subject to budgetary approval, commencing on July 1, 1991. A Ph.D. is preferred and publications and teaching experience will be taken into account. The successful candidate will be expected to teach courses in Modern European History. The ranks at which this appointment may be made, and the 1990-91 salary ranges for these ranks are: Lecturer, $28,019 to $41,319 and Assistant Professor, $34,169 to $49,008. A letter of application and three letters of reference should be sent to: Dr. Peter Penner, Head and Chair of the Search Committee, Department of History, Mount Allison University, Sackville, New Brunswick E0A 3C0. Fax: (506) 364-2216. The closing date for receipt of applications is January 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will also be considered. Applications are encouraged from minority groups and both genders.

QUEEN'S UNIVERSITY. Latin American History. Applications are invited for a tenure-track position at the rank of assistant professor in Latin American History. The appointment is to begin July 1, 1991. Candidates with a Ph.D. are preferred. Candidates with an MA will be considered equally encouraged to apply. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor Robert W. Macdonald, Chairman, Department of History, Queen's University, Kingston, Ontario, Canada, K7L 3N6. The closing date for completed applications is February 12, 1991.

UNIVERSITY OF GUELPH. The Department of History invites applications for a tenure stream appointment in early modern continental European history, with an emphasis on social history. The appointment will be at the rank of Assistant Professor. Applicants should have a completed Ph.D., teaching experience and some publications. Candidates should be prepared to teach undergraduate courses in early modern European history, and be willing to participate in Master's and Doctoral supervision in these fields. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program which includes special measures to achieve diversity among faculty and staff. A female applicant will be selected to fill this position unless a male candidate is demonstrably better qualified. The appointment is subject to final budgetary approval. Applications, including curriculum vitae and three letters of reference should be sent to Dr. Eric G. Reiche, Chair, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1. Appointment effective July 1, 1991, with a closing date for applications of March 1, 1991, or until position is filled.

UNIVERSITY OF OTTAWA. 1. The Department of History invites applications for a tenure track position: specialist in Russian and Soviet History. 2. Post effective July 1st, 1991. 3. Requirements: Ph.D., publications and teaching experience; the successful candidate must be eligible for admission to the School of Graduate Studies in the near future in order to be able to contribute effectively to the Department's Graduate programmes; an ability to teach in both French and English. 4. Rank: Assistant Professor. Salary: commensurate with experience. 5 Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Dr. Michael D. Behiels, Chairman, Department of History, University of Ottawa, Ottawa, K1N 6N5. 6. Deadline for applications: December 31st, 1990. Employment equity in University policy. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Department of History. Saint Mary's University invites applications for a tenure-stream position in early modern and modern British history at the rank of Assistant Professor. The appointment will commence September 1, 1991. Applicants should have a Ph.D. and must have a demonstrated research interest and teaching competence in British history. A capability in history of Ireland would be an asset. Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer. Send letters of application, a complete curriculum vitae, and letters from three referees prior to January 15, 1991 to: Dr. B. Kiesekamp, Chairperson, Department of History, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF VICTORIA. The Department of History at the University of Victoria invites applications for a tenure-stream appointment in Early Modern and/or Modern Western European History at the rank of Assistant Professor. All methodological approaches or thematic fields will be considered. The successful candidate will be expected to teach an introductory survey course in European History and upper level courses in the candidate's area of expertise. A completed Ph.D. is required. Teaching experience and publications are very desirable. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Closing date for receipt of applications is January 8, 1991. In accordance with Canadian immigration requirements and the University of Victoria's Hiring policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

HUMANITIES

THE UNIVERSITY OF MANITOBA Institute for the Humanities invites applications for a Post-Doctoral Fellowship for 1 July 1991 — 30 June 1992 from those who have received the Ph.D. in 1988 and subsequent years or who will have completed the degree by July 1, 1991. Research projects in any Humanities discipline and inter-disciplinary projects are welcome, including proposals to re-work doctoral theses for publication as a book. A stipend at SSHRC Post-Doctoral Fellowship level is provided (for 1990-91 $24,648), as well as an office and other facilities of the Institute. Applications are encouraged from qualified women and men, members of visible minorities and aboriginal peoples, and persons with disabilities. The University provides a smoke-free work environment. Applicants must submit (a) a curriculum vitae, and (b) a research proposal of no more than 1,500 words; and must obtain written confidential evaluations of the proposal from two qualified assessors external to the University of Manitoba. The deadline for completed applications is February 1, 1991. For an information sheet on the Fellowship, write Dr. Larry W. Hurtado, Director, Institute for the Humanities, 108 Isbister Bldg., University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Phone: (204) 474-9599; FAX (204) 275-5781.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY. The School of Industrial Design invites applications for a term position at the Assistant or Associate Professor level beginning August 1991. Applicants should have completed a Master's Degree or equivalent in Industrial Design with special emphasis on principles of form and colour, industrial design projects, and professional practice. This position is subject to budgetary approval. Applicants must also have strong research interests. The successful candidate is expected to participate in the teaching of industrial design at the undergraduate level as well as in the administrative functions of the School. Salary commensuate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Interested applicants should send a detailed curriculum vitae, a portfolio of their work, and the names of at least four referees to: The Director, School of Industrial Design, Carleton University, Ottawa, Ontario, K1S 5B6

UNIVERSITY OF OTTAWA
DEPARTMENT OF PHARMACOLOGY

A tenure track ASSISTANT PROFESSOR POSITION is available for candidates with a background in PHARMACOLOGY. The successful candidate will have a PhD or equivalent degree, at least two years of post-doctoral experience and a strong commitment to research and teaching. Preference will be given to candidates with a MOLECULAR BIOLOGY approach to research. Major research interests of the department include neuropharmacology, immunopharmacology, cardiovascular pharmacology, endocrine pharmacology and toxicology. The department has teaching responsibilities for medical, nursing and undergraduate students as well as graduate students in the MSc and PhD programs. Knowledge of French is an essel. Applicatlens, which must include a curriculum vitae, three letters of recommendation, a brief description of research and teaching experience, a statement of career objectives and an outline of proposed research, should be sent to DR. J.-M. TRIFARO, CHAIRMAN, DEPARTMENT OF PHARMACOLOGY, FACULTY OF MEDICINE, UNIVERSITY OF OTTAWA, 451 SMYTH ROAD, OTTAWA, ONTARIO, CANADA, K1H 8M5. The closing date for applications is 31 January 1991.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of New Brunswick is seeking applications for the position of

DEAN OF THE FACULTY OF FORESTRY

to succeed the incumbent effective July 1, 1991.

The Faculty of Forestry is the only English Language professional Forestry School in Atlantic Canada and has a long and distinguished history in education, research and service. The Faculty has strong undergraduate, graduate and research programs. It offers the Bachelor's and Master's degrees in Forestry and Forest Engineering and the Ph.D in Forestry. The Faculty is a participant in the Hugh John Flemming Forestry Complex located adjacent to the Fredericton Campus, a centre of excellence for forest related research and development, and has strong ties with forestry agencies in both government and industry. The Faculty also operates a continuing education program.

The Dean should have outstanding academic, research and administrative qualifications and be capable of providing strong leadership in forestry education within a dynamic local and national forestry environment.

Enquiries, nominations and applications should be addressed to: **Dr. R.E. Burridge, Vice-President (Academic), Chairman, Search Committee for Dean of Forestry, The University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3,** by January 15, 1991. Applications should include a curriculum vitae and the names of three referees. It is intended to make an appointment effective July 1, 1991.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and those holding Landed Immigrant status in Canada.

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

Memorial
University of Newfoundland

SUMMER SESSION 1991

Applications are invited for teaching positions at Memorial University of Newfoundland in the Summer Session at St. John's and Corner Brook, June 27 to August 13, 1991 in the following departments:

Anthropology
English
French
Geography
Linguistics
Psychology
Religious Studies
Sociology
Social Work

Education:
Curriculum & Instruction
Educational Administration
Educational Psychology
Special Programmes

Applications and inquiries together with curriculum vitae and names of referees should be made immediately to:

Division of Continuing Studies
Memorial University of Newfoundland
St. John's, NF
A1B 3X8

Deadline for applications: February 28, 1991

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY. International Affairs. The Norman Paterson School of International Affairs invites applications for a ten-month term appointment, subject to budgetary approval, for the academic year 1991-92 at the rank of Instructor, Lecturer or Assistant Professor. The position is in the field of development economics. A preference will be given to someone qualified to teach a course on Development Planning Theory and Practice at the graduate level. A regional interest in Asia would be an advantage. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. Applications, including curriculum vitae and the names of at least three referees, should be made by January 30, 1991 to: C.J. Moulle, Director, The Norman Paterson School of International Affairs, Carleton University, Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

JAPANESE

McGILL UNIVERSITY. Japanese Literature Position. The Department of East Asian Languages and Literatures invites applications for an appointment in Japanese Literature at the Assistant Professor level (tenure track) beginning September 1991. Current minimum salary is $38,740 Canadian. Applicants should have completed the PhD. The successful candidate will teach undergraduate courses in literature and Classical Japanese and will also be expected to develop new courses in his/her area of specialization. In the near future the appointee will also have the opportunity to work with other faculty to develop a graduate program. An interest in critical theory would complement the interdisciplinary character of the program. Send application with names of three referees, vita and writing samples to professor Sandra Buckley, Chair of the Department, at 3434 McTavish Street, Montreal, Quebec, H3A 1X9, before February 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA. Position In Modern Japanese Literature. The Department of East Asian Languages and Literatures at the University of Alberta invites applications for one tenure track position in modern Japanese literature at the Assistant Professor level (1990/91 salary range $36,910-$45,828). The position requires a Ph.D., a research specialization in modern Japanese literature, native-like fluency in spoken and written Japanese and English, and ability to teach advanced Japanese. The appointment commences July 1, 1991. Send letter of application, vitae, and three confidential letters of recommendation to Dr. S.M.M. Ouishi, Acting Chair, East Asian Languages and Literatures, University of Alberta, Room 400 Arts Building, Edmonton, Alberta, T6G 2E6. Deadline for receipt of application will be December 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

LATIN AMERICAN STUDIES

SIMON FRASER UNIVERSITY. The **Department of Spanish and Latin American Studies** announces a Tenure-Track position in Latin American Studies commencing September 1st, 1991. This position is targeted to the senior ranks of Full Professor or Associate Professor. The candidate must have interdisciplinary interests preferably related to economics, communication and popular culture, and/or social sciences. Latin American Studies is a cross-disciplinary programme focussing on the study of contemporary Latin America. Current areas of interest are: The Southern Cone, Cuba, Mexico and Central America. The department offers a B.A. degrees in Spanish and in LAS, as well as an LAS joint major with selected disciplines (Archaeology, Communication, Geography, History, Political Science, Sociology/Anthropology, and Spanish). The Department is also planning a multidisciplinary Master of Arts degree in LAS. In addition, the department fulfills an important public education function by means of extra-curricular academic and cultural activities, and has a very active Student Union. The Latin American Studies Programme has institutional contacts with the University of Havana and conducts a multidisciplinary Field School in Latin America. Applicants must hold a senior university rank in a related discipline, strong commitment to research and to graduate studies teaching and supervision. Applicants must also have an outstanding publications record and the ability to promote the Graduate Studies Programme. Application deadline: February 1, 1991. Salary: Commensurate to qualifications and experience; Associate Professor: $47,647 – $73,365, Professor: $59,011 – $94,737. Please address inquiries and applications including c.v., and have three letters of recommendation addressed to: Jorge Garcia, Chair, Department of Spanish and Latin American Studies, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6; FAX (604) 291-5950. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to those individuals entailed to work in Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

UNIVERSITÉ D'OTTAWA UNIVERSITY OF OTTAWA

La Faculté d'éducation de l'Université d'Ottawa recherche les services à exercice complet de

PROFESSEUR(E)S EN FORMATION À L'ENSEIGNEMENT

EXIGENCES:
1. Ph.D. dans le domaine spécifié.
2. Dossier actif de recherches.
3. Expérience en enseignement universitaire, connaissance du milieu de l'éducation en Ontario et en particulier de l'Ontario français là où ceci s'applique.

FONCTIONS:
1. Enseignement surtout au 1er cycle mais aussi aux programmes das 2e et 3e cycles.
2. Recherches.
3. Supervision des stages de pratique de l'enseignement.
4. Participation aux activités universitaires.

POSTES:

- **Enseignement des mathématiques à l'élémentaire**
  Enseignement dans les programmes de formation et de perfectionnement, expertise dans l'utilisation des nouvelles technologies appliquées à l'enseignement des mathématiques, expérience dans l'élaboration, la mise en oeuvre at l'évaluation de programmes de mathématiques à l'élémentaire.
- **Enseignement des sciences humaines à l'élémentaire**
  Enseignement dans les programmes de formation et de perfectionnement. Expérience dans l'élaboration, la mise en oeuvre et l'évaluation de programmes de sciences humaines à l'élémentaire. Étude du milieu, de l'histoire, de la société.
- **Programmation et évaluation au niveau secondaire**
  Enseignement dans les programmes de formation et de perfectionnement. Connaissances des dimensions théoriques et pratiques de la programmation et des processus d'évaluation au niveau secondaire.
- **Enseignement de l'éducation physique à l'élémentaire et au secondaire**
  Enseignement dans les programmes de formation et de perfectionnement. Connaissances des didactiques applicables à l'éducation physique. Expérience dans l'élaboration, la mise en oeuvre et l'élaboration de programmes en éducation physique.
- **Technologie éducative**
  Enseignement dans les programmes de formation et de perfectionnement. Compétence médiatique au niveau des médias d'enseignement et de leur insertion dans le curriculum. Compétence dans l'application pédagogique de l'ordinateur et de son intégration au curriculum.

RANG ET SALAIRE
Selon les titres, les qualités, l'expérience en conformité avec la convention collective.

DATE D'ENTRÉE EN FONCTION Le 1er juillet 1991.

Conformément aux stipulations de la loi canadienne sur l'immigration, le poste est offert aux citoyens et aux résidents permanents du Canada.

L'université a une politique d'égalité en matière d'emploi.

Les postulants et postulantes doivent satisfaire aux exigences de bilinguisme (langues officielles) énoncées par l'Université d'Ottawa.

Pour plus de renseignements au sujet de l'un ou l'autre poste, on peut communiquer avec le professeur Michel Saint-Germain, en composant (613) 564-5561.

Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des fins de références, **avant le 11 janvier 1991** à l'adresse qui suit

Le doyen Louis-Gabriel Bordeleau
Faculté d'éducation
Université d'Ottawa
145, Jean-Jacques Luester
Ottawa (Ontario)
K1N 6N5

LAW

COMMITTEE OF ONTARIO LAW DEANS. Applications are invited from women and men with outstanding academic or professional credentials, for assistant, associate, and full professor positions in Ontario law schools. Please write to the Committee of Ontario Law Deans, Box 1647, Osgoode Law Book, 240 Edward Street, Aurora, Ontario L4G 3S9, giving full details of your academic and professional record; teaching and research experience; areas in which you may be specially interested or qualified; names of three referees. Replies will be acknowledged. Positions in law faculties, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. The College of Law, University of Saskatchewan, invites applications for a one-year term position commencing July 1st, 1991. This position is subject to budgetary approval and normally will be made at the Assistant Professor level. Research and teaching at the LL.B. level will be required. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The University of Saskatchewan is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Subject to budgetary approval, the Faculty of Social Sciences invites applications for the position of coordinator of Field Placements at the level of Instructor I. The Coodinator will be responsible for planning, organizing, supervising, and administering the field placements of Carleton's Criminology and Criminal Justice program. Candidates should hold a M.S.W. and have a minimum of 5 years directly related experience. Candidates must also be familiar with the various criminal justice agencies and services available in the Ottawa-Carleton Region. Salary will be commensurate with experience. In accordance with the requirements of the Department of Employment and Immigration, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are strongly encouraged to apply. Applicants are requested to forward a curriculum vitae and the names of three referees to: Professor R. Saunders, Chair, Coordinator Search Committee, Department of Law, Carleton University, Ottawa, Ontario, K1S 5B6. Deadline for receiving applications is December 31, 1990.

CARLETON UNIVERSITY. Subject to budgetary approval, the Department of Law, Faculty of Social Sciences, invites applications for a preliminary (tenure track) position at the Assistant Professor level and for a ten month term appointment at the Assistant Professor level. Candidates should hold an LL.B. or equivalent and an advanced degree in law or a related discipline. Carleton Department of Law is dedicated to the study of law as a social science, and a demonstrable scholarly interest in interdisciplinary research and policy issues is a distinct advantage. Salary will be commensurate with experience. In accordance with the requirements of the Department of Employment and Immigration, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are strongly encouraged to apply. Applicants are requested to forward a curriculum vitae, copies of publications and the names of three referees to: Chair, Appointments Committee, Department of Law, Carleton University, Ottawa, Ontario, K1S 5B6. Deadline for receiving applications is February 1, 1991.

McGILL UNIVERSITY. Faculty of Law. 1. Assistant or associate professor dependent upon University authorization and subject to budgetary approval. 2. Graduate work, practice or equivalent experience beyond first degree in law is expected. Knowledge of French or German private law an asset. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. 3. Teaching and Research in advanced civil law, comparative law and transnational law (e.g. public international law; E.E.C. law, international commercial law, international human rights law, international environmental law). Graduate thesis supervision in the Institute of Comparative Law. 4. Salary: Competitive, and according to experience and qualifications. 5. Applications to: Dean Yves-Marie Morissette, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec, H3A 1W9; (514) 398-6604. 6. Effective Date: August 1991. 7. Competition closes: 31 January, 1991.

LIBRARY & INFORMATION SCIENCE

UNIVERSITY OF TORONTO, Faculty of Library and Information Science invites applications for a tenure track position at the assistant Professor level to begin July 1, 1991. The successful applicant for this position will be a specialist in materials and services for children and youth combined with strength in one of the following areas: information in society, organizational management, special libraries, records management. In addition to teaching, duties will include supervision of research at the Master's and Doctoral levels. Applicants should possess a doctorate or equivalent in library/information science or a related field, an ALA accredited master's degree or equivalent, and should have proven ability in, or the potential for, excellent research and effective teaching. Applicants whose doctorate is near completion will also be considered; in such cases, initial appointment is that of lecturer. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Base salary for 1990/91 is $35,000. Applications, including the names of three referees, should be forwarded to: Dean Adele M. Fasick, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, Ontario, M5S 1A1. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF ALBERTA. The Faculty of Library and Information Studies, University of Alberta, invites applications for two tenure-track positions in information management or information systems, one to begin July 1, 1991, the other January 1, 1992. Appointment will be at the Assistant Professor level (present salary range is $36,910-$53,374). Candidates should be specialists in two or more of the following areas: cataloging and classification, indexing and abstracting, online searching, automated information systems, systems analysis and design. An interest in one or more of the following subject areas is also desirable: archives and records management, information resources in science and technology, government publications, school library media programs, and young children's and young adult materials. Candidates should possess a doctorate, or be nearing completion of one, an ALA accredited master's degree, and a strong commitment to teaching, research and publication. Candidates should have a broad knowledge of information technologies, effective interpersonal skills for interaction in an academic environment, and an interest in student advising. The successful candidates will supervise research at the master's and possibly doctoral levels. FLIS benefits from the collegiality of a small Faculty, as well as from the many opportunities and resources offered by the province's second largest university, including a progressive research library and up-to date computer facilities. The Faculty also strives to maintain excellent relationships with its professional community. Applications, including the names of three referees, should be forwarded by February 1, 1991 to Dr. Sheila Bertram, Dean, Faculty of Library and Information Studies, Rm. 3-20, Rutherford Library South, University of Alberta, Edmonton, Alberta T6G 2J4. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LITERATURE & PHILOSOPHY

ROYAL ROADS MILITARY COLLEGE. The Department of Literature and Philosophy at Royal Roads Military College invites applications for a tenure-track position to commence 1 July 1991. PhD or equivalent in English or Comparative Literature is required. The successful candidate will be involved in teaching a variety of courses in 19th and 20th Century literature, including British, European, American and Canadian. A knowledge of literary theory/criticism, an interest in interdisciplinary work in history or philosophy and a competence in a language other than English would be assets. Rank and salary commensurate with experience and education. Applications, which should include curriculum vitae and the names and addresses of three referees, should be sent to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C., V0S 1B0 (Tel: (604) 380-4517, Fax: (604) 380-4513). Closing date for applications 31 January, 1991. Vous pouvez obtenir ces renseignements en français en communiquant avec la personne ci-dessus mentionnée. Royal Roads Military College is a co-educational university. The Public Service of Canada is an equal opportunity employer.

MANAGEMENT

SAINT MARY'S UNIVERSITY. The Department of Management at Saint Mary's University invites applications for a tenure-track position in Small Business and Entrepreneurship. The position is effective September 1991. The successful candidate will be expected to also teach courses in one or two related areas in Management. PhD or DBA preferred, business experience will be an asset. Appointment is likely to be made at the Assistant Professor level. Salary competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University is an equal opportunity employer. Applicants should send their curriculum vitae, names of three referees and copies of major publications to: Dr. S. Pendse, Chairperson, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is March 1, 1991.

THE UNIVERSITY OF CALGARY Faculty of Management invites applications for tenure-track positions in Accounting, Finance, Operations Management, Management Information Systems, Marketing, Policy and Environment, Management of Organizations and Human Resources, New Venture Development, Tourism and International Business. PhD or DBA preferred. Rank and salary based on qualifications and experience. The Faculty of Management, an accredited member of AACSB, provides a stimulating

Director
Royal Ontario Museum

ROM

The Royal Ontario Museum is seeking a Director to be its Chief Executive Officer.

Founded in 1912, the ROM has attained international recognition for its research, collections, and the scope of its world-wide activity. It is unique in Canada in its size, in the breadth of its programs, in its combined interest in the sciences and the arts, and in its position in Toronto, this country's largest and most rapidly growing metropolitan region. The Royal Ontario Museum has an operating budget in excess of $26 million, a staff of more than 500, and attracts approximately one million visitors each year.

Reporting to the Board of Trustees, the Director is responsible for providing leadership, strategic, and financial direction for the Museum, and for ensuring the effective delivery of all programs and exhibits, and the efficient use of all services and facilities.

The ideal candidate for this challenging position will be an established academic, with a demonstrated track record of executive administrative experience within an academic or cultural institution. Long-range strategic planning abilities, an understanding of the key nature of the ROM's "outreach" role, an appreciation of the importance of marketing, plus the ability to communicate within and on behalf of the Museum are other requisite qualifications.

This is a unique opportunity to lead one of North America's great museums. Please direct inquiries in complete confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

155 University Avenue
Suite 206
Toronto, Ontario M5H 3B7
Fax (416) 359-1882

teaching and research environment including caserooms, excellent computer resources and a management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Associate Dean (Research and Development), Faculty of Management, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberte T2N 1N4.

MATHEMATICS & COMPUTER SCIENCE

ST. FRANCIS XAVIER UNIVERSITY. The Department ol Mathemattce and Computer Sciences invites applications for a tenure-track position (subject to budgetary approval). Candidates in information systems, computing science, operations research or mathematical modelling are particularly encouraged to apply. The department currently has twelve members and is seeking an individual with a strong commitment to undergraduate teaching and research. A Ph.D. is required for a tenure-track appointment, but candidates with a Master's degree may be considered for limited term contracts. The salary depends on experience and qualifications. Closing date for receipt of applications is Feb. 28, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, and the names of three references to: Dr. Sergei K. Aalto, Chair, Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

MATHEMATICS & STATISTICS

YORK UNIVERSITY. Faculty ol Arte / Faculty of Pure and Applied Science. Department of Mathematics and Statistics. Applications are invied for two tenure-track positions (junior level) in Applied Mathematics (e.g. Operations Research, Applied Group Theory, Differential Geometry and Tensor Analysis, Modelling and Simulation, and Numerical Analysis), to commence 1 July 1991, subject to final approval by tha University. Applicants must have a completed Ph.D. and proven research and teaching abilities at both the undergraduate and graduate levels. Successful applicants are expected to play an active role in the new Applied Mathematics Division of the Department. Applicants should send resumas and arranga for three letters of recommendation to be sent by January 11, 1991, direnly to Waller Tholen, Chair, Department of Mathematics and Statistics, 4700 Keele St., North York, Ont. M3J 1P3, Canada; Fax: (416) 736-5735; E-Mail: MATHSTAT@VM1.YORKU.CA. York Universtty is implementing a policy of amployment equity, including affirmative action for women faculty. In accordance with Canadian immigration raquiramants, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty ot Arts. Department ol Mathemattca and Statistics. Applications are invited for one tenura-track position, rank opan, in Statistics and for one limitad-tarm (3 years) position in one of the following areas of Mathematics, Algebra, Geometry, History of Mathematics, or Mathematics Education, to commence 1 July 1991, subject to final approval by the University. Applicants must have a completed Ph.D. and proven research and teaching abilities at both the undergraduate and graduate levels. Applicants should send resumes and arrange for three letters of recommendation to be sent by January 11, 1991, directly to Waller Tholen, Chair, Department of Mathematics and Statistics, 4700 Keele St., North York, Ont. M3J 1P3, Canada; Fax: (416) 736-5735; E-Mail: MATHSTAT@VM1.YORKU.CA. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Assistent Professor of Statistics. Applications are invited for one or more tenure track or limited term positions in Statistics at the Assistant Professor level commencing 1 September 1991 (subject to the availability of funds). The successful applicant will have a doctorate in Statistics. The successful applicant will have demonstrated ability in teaching, research and consulting. Applications, marked REF:MSCSTAT, with complete curriculum vitae and the names of at least three referees should be sent to: Dr. Bruce Shawyer, Head, Department of Mathematics and Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. The closing date for receipt of applications is 1 January 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Deperiment of Mathematics. Applications are invited for one or possibly two limited term Assistant Professorships, from July 1, 1991 to June 30, 1994. Duties consist of teaching and rasearch, and candidates must demonstrate clear strangth in both. Applications, including a complela curriculum vitae, should be sent to Professor J. Rapka, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada, M5S 1A1. Applicants should arrange for at feast three letters of reference to be sent directly to the Associate Chair; at least one of these should refer to teaching. The deadline for applications is January 15, 1991. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Tha University of Toronto encourages both woman and men to apply for positions.

UNIVERSITY OF SASKATCHEWAN, Department of Mathematics, Saskaloon, Saskatchewan, Canada S7N 0W0. Applications are invited from all areas of mathamatics for a tamporary one-year position at the Assistant Professor level commencing July 1, 1991 and ending June 30, 1992. Duties will include teaching and rasearch. Please send a current cv and arranga for 3 referees to send letters of recommandation to Dr. J.R. Martin at the above eddrass. Closing date is February 15, 1991. In accordance with Canadian immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Lectureship in the Department of Mathematics & Statistics. The Department of Mathematics and Statistics teaches a full range of undergraduate and postgraduate courses. Within the department there are two units which operate with a certain degree of autonemy. These are the Statistics Unit and the Applied and Computational Mathematics Unit. The Department has particular research strength in combinatorics and graph theory, finite group theory, functional analysis, complex analysis, topology, numerical analysis and statistics. Applicants should have a proven record in teaching and research in some branch of Pure Mathematics. Applications from candidates with expertise in Combinatorial Mathematics or other areas of Pure Mathematics related to Computer Science are particularly welcome. The remuneration salary will be established within the range $NZ37,440 – $49,088 per annum. Conditions of Appointment and Method of Application are available from the Assistent Registrer, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 28 February 1991. The University of Auckland is an Equal Employment Opportunity Employer.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. SIR WILFRED GRENFELL COLLEGE. Mathemelics. Sir Wilfred Grenfell College invites applications for a sabbatical replacement position and a tenure-track position in the Department of Mathematics to commence September 1, 1991 (subject to budgetary approval). Ph.D. or near completion preferred. Salary and rank are dependent on qualifications and experience. Curriculum vitae and names of three referees to: Professor E.J.F. Hodgett, Acting Principal, Sir Wilfred Grenfell College, University Drive, Corner Brook, Newfoundland, Canada A2H 6P9. In accordance with Canadian immigration requiramants, priority will be given to Canadian citizens and permanent residents of Canada.

MOUNT ALLISON UNIVERSITY. Mathematics. Applications are invited for one or more term positions, subject to budgetary approval, to be filled July 1, 1991. Applicants should hold a Ph.D. in Mathematics or Computer Science. Duties include undergraduate teaching in both Mathamatics and Computer Science and research in either. The salary scales for 1990-91 are: $28,019 to $40,319 for Lecturers, $34,169 to $48,008 for Assistant Professors and $43,395 to $66,459 for Associate Professors. Applications, including a curriculum vitae, and the names of thraa referees, should be sent to: Dr. Robert Rosebrugh, Head and Chair of the Search Committee, Department of Mathematics and Computer Science, Mount Allison University, Sackville, New Brunswick E0A 3C0. Closing date for receipt of applications is January 31, 1991 or until the position or positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will be considered. Applications are encouraged from minority groups and both genders.

TRENT UNIVERSITY: The Department of Mathematics invites applications for a tenure-track appointment (subject to budgetary approval) at the Assistant Professor rank, starting July 1, 1991. The appointment will be in the area of geometry, measure theory, or of probability, but the successful applicant may also be asked to give some assistance in undergraduate instruction in statistics. Please send applications, with curriculum vitae, including the names of three referees to Professor T.E.W. Nind, Chair, Department of Mathematics, Trent University, P.O. Box 4800, Peterborough, Ontario, K9J 7B8. Because teaching at the undergraduate level is a major responsibility at Trent, candidates are asked to ensure that referees are able to comment on teaching experience and ability as well as on research potential and achievements. Applications should be received by January 14, 1991. Trent University is an employment equity employer, and especially invites candidecies from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. The Depertment ot Pure Mathemelics at the University of Waterloo invites applications for a tenure track position. This position is a bridging appointment in anticipation of retirements in 1993. Subject to budgetary approval, the appointment could be made as early as July 1, 1991, to a candidate with very strong research and teaching qualifications. The University is committed to increasing the complement of female faculty members. Applications from women mathematicians are particularly welcome. However, both female and male applicants in any area of pure mathematics will be considered. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. A Ph.D. is required for consideration. In order to be considered for an appointment in 1991, applications must arrive by February 11, 1991. An application should contain a curriculum vitae of the candidate plus three letters of reference sent directly from the referees. The University intends wherever possible to fill its vacancies with assistant professors. In accordence with Canadien immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Please send applications to: Dr. F.A. Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1.

UNIVERSITY OF BRITISH COLUMBIA. Mathematics Department. The Department is looking for outstanding candidates for a tenura track Assistant Professorship in Numarical Computation to begin 1 July 1991. Exceptional candidates in other areas of Applied Mathematics may also be considered. For an exceptionally well-qualified candidate, this position may be upgraded to a non-tenured junior Associate Professorship. Applicants should have a demonstrated research record of high quality and have demonstrated interest and ability in teaching. It is expected that a successful candidate would become an active member of the Institute of Applied Mathematics. Preference will be given to candidates who have one or more years of postdoctoral experience. This position is subject to budgetary approval. The salary will be commensurate with experience and research record. Applicants should send a c.v. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Dr. Dale Rolfsen, Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T1Y4. Applications must be received before January 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

UNIVERSITY OF WATERLOO. The Depertment ot Combinatorics and Optimization at the University of Waterloo invites applications for a tenure-track faculty position in Combinatorial Optimization, at the rank of Associate or Full Professor. The candidate should have proven abilities in both research and teaching. Responsibilities include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. An appointment at the rank of Full Professor would be made with tenure. Interested individuals should send resumes and the names of three references to: Prof. I.P. Goulden, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1991. Closing date for receipt of applications is December 31, 1990. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

MEDICAL GENETICS

THE UNIVERSITY OF BRITISH COLUMBIA. Head, Depertment ol Medical Genelics. The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Department of Medical Genetics. We seek an academic leader who will direct and develop the teaching and research programs of the Department. The Department has 19 full-time and 1 clinical/part-time faculty members and currently attracts external research support of $3 Million annually. Candideles should have a proven record of scholarly achievement, broad experience in the discipline, and a commitment to undergraduate and graduate medical education. Starting date will be July 1, 1991. Salary will be commensurate with experience and qualifications. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordence with Canadien immigration requirements, this ad is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and the names of three references, should be directed by January 31, 1991 to: Dr. M.J. Hollenberg, Dean, Faculty of Medicine, Room 317, Instructional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, BC V6T 1W5.

MEDICAL REHABILITATION

UNIVERSITY OF MANITOBA. Applications are invited for two full time, tenure track positions in the Division of Occupational Therapy, and one in the Division of Physical Therapy, School of Medical Rehabilitation, University of Manitoba. Responsibilities of both positions include research, undergraduate and/or graduate teaching and assigned administrative duties. Occupational Therapy Position: The successful candidate must have an earned doctorate; an undergraduate education in occupational therapy would be an asset. The candidate should have a research interest in one of the following areas: gerontology, community mental health, and/or developmental disabilities. Physical Therapy Position: The successful candidate must be a physical therapist with a doctorate degree and expertise in the field of musculoskelatal disorders. Salary and rank will be in accordance with University of Manitoba policies and commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and man, including mambars of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent rasidents. Letter of application, curriculum vitae, and the names of three referees, should be submitted by January 31, 1991

University of Alberta
Edmonton

Visiting Professor in the Legal Profession and Legal Education

The Alberta Law Foundation has provided funding to enable the Faculty of Law at the University of Alberta to appoint as Visiting Professor a person with an established research record in issues related to the legal profession or legal education. The successful appointee will be expected to develop a research agenda in consultation with the faculty and interested constituencies. In addition to the research commitment, there will be some teaching responsibilities. The position will initially be for a two-year term.

Salary will be commensurate with experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Closing date: January 15, 1991.

Please apply to:

Dean Timothy J. Christian
Room 485, Law Centre
University of Alberta
Edmonton, Alberta T6G 2H5

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

University of Prince Edward Island
Dean of Veterinary Medicine

The University of Prince Edward Island invites applications and nominations for the position of Dean, Faculty of Veterinary Medicine.

The Atlantic Veterinary College is North America's newest institution of veterinary medical education. Founded in 1986, and fully accredited in 1989, the College has a faculty of 64, a professional student body of 200, 35 graduate students in the M. Sc. program, and a staff of 120. The Faculty of Veterinary Medicine is one of five Faculties within the University. Its Dean reports to the President, and together with other Deans has substantial responsibilities with respect to administrative affairs at the University level. The Dean is an ex officio member of the Academic/Administrative Committee advisory to the President, the University Senate, and a number of Senate Committees.

The Faculty of Veterinary Medicine is organized in four Departments (Anatomy and Physiology, Companion Animals, Health Management, and Pathology and Microbiology), and six additional administrative subdivisions (Academic Programs, Animal Services, Continuing Education, Fish Health, Graduate Studies and Research, and Veterinary Teaching Hospital). The Dean has general administrative authority over the Faculty of Veterinary Medicine. Among his or her responsibilities are promotion of College programs in professional and graduate education, in basic and applied research, and in clinical and diagnostic services; establishing positions, recommending faculty appointments, and supporting faculty development; and contributing as indicated to University administration.

A Candidate for the position ol Dean, Faculty ol Veterinary Medicine, must hold the Doctor of Veterinary Medicine degree or its equivalent and be qualified for appointment with tenure at the rank ol Full Professor in one of the four academic Departments. Additional desirable qualifications may include several years of suitable administrative experience, a graduate degree in a relevant discipline and/or specialty board certification, an understanding of future trends in veterinary medical education, research, and service, and a commitment to the service obligations of veterinary medicine.

The successful candidate will be able to develop and maintain effective relationships with units within the University, with public and private funding egencies, Government departments, veterinary professional organizations, and with practicing veterinarians throughout the region and the nation.

Applications should contain detailed curriculum vitae, and other supporting materials of the applicant's choice. Persons wishing to identify a potential candidate by letter of nomination are encouraged to do so. The University ol Prince Edward Island is committed to employment equity. We encourage applications from all, including aboriginal people, people with disabilities, visiblé minorities, and women

Receipt of applications and nominations will close on February 1, 1991. Interested persons may send application or nomination materials to:

Dr. James F. Amend
Search Committee for Dean,
Faculty of Veterinary Medicine
Atlantic Veterinary College
University of Prince Edward Island
Charlottetown, P.E.I.
C1A 4P3
Canada

or unit the position is titled to: Dr. Frank Stein, Professor and Director, School of Medical Rehabilitation, University of Manitoba, Room 256 — 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3

MEDICINE

UNIVERSITY OF BRITISH COLUMBIA. Environmental and Occupational Research Scientist, Respiratory Division. The Respiratory Division at Vancouver General Hospital is seeking a Ph.D. with a strong background in chemistry or chemical engineering to develop e research program in the characterization of environmental and occupational airborne contaminants to be appointed as an Assistant Professor in the grant tenure-track system. The Division and its Occupational and Environmental Lung Disease Unit conduct large epidemiologic studies on the respiratory health effects of community air pollution, both indoor and outdoor, and of occupational exposures in many industries. The candidate will participate in ongoing projects and in the planning of proposed future studies. In addition to developing independent research projects. Although the Unit has a rudimentary laboratory for measuring air contaminants, it is hoped that the successful candidate will organize and develop a state-of-the-art air quality measurement laboratory. This position commences July 1, 1991. Salary to be commensuraite with qualifications and experience and is subject to successful competition for a personnel award. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Please submit a letter of application and a cv by January 31, 1991 to: Svend Vedal, M.D., Respiratory Division, University of B.C., 2775 Heather Street, Vancouver, BC V5Z 3J5.

UNIVERSITY OF ALBERTA. Research Associate, $26,000/yeei, lequired for Cardiology Laser Research Laboratory in the Department of Medicine, Division of Cardiology, University of Alberta. This position is subject to availability to funding. The successful candidate will be capable of performing surgery on atherosclerotic chickens as well as performing baseline angiograms and angioplasties. This position requires maintenance of the atherosclerotic chickens (high cholesterol teed and virus infection wheie required). The research associate will maintain issue culture of smooth muscle cells (both intected and unintected) and be conveisant with the use of laser-induced fluorescence and the attendant skills in fiber cutting, polishing, focusing, and laser maintenance. Please forward applications by December 31, 1990, to: Dr. A. Lucas, Division of Cardiology, University of Alberta, 2C2 Walter Mackenzie Centre, Edmonton, AB, T6G 2R7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboiiginal peisons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA. Research Associate, $26,000/yeai, required for Cardiology Laser Research Laboratory in the Department of Medicine, Division of Cardiology, University of Alberta. The successful candidate will be fully conveisant with excimer laser maintenance including fiber cutting, polishing and optics alignment, and must be knowledgeable in fluorescent spectroscopic techniques and the operation of an Optical Multichennel Analyzer. This position also entails assisting in animal surgery for research purposes. Please forward applications by December 31, 1990, to: Dr. A. Lucas, Division of Cardiology, University of Alberta, 2C2 Walter Meckenzie Centre, Edmonton, AB, T6G 2R7. In accordance with Canadian immigeition requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboiiginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Senior Lectuieship In General Practice (Limited-Term Appointment), Department of Generet Practice, School of Medicine. This position is for e full-time appointment in the Department of General Practice, involving teaching, curriculum development, research and administration. In exceptional circumstances two half-time appointments might be made. Candidates must hold a medical qualification registrable in New Zeeland which would entitle the applicant fo registration as a medical practitoner by the Medical Council of New Zealand, and a postgraduate qualification in general practice. Experience in teaching undergraduate medical students and/or postgraduates is essential. Considerable previous clinical experience is required and research experience is desirable. The successful applicant will be required to assist the Head of the Department of General Practice in the administration of the medical curriculum and undergraduate and postgraduate student teaching. The appointee will be expected to undertake research in an aree relevant to general practice, and to provide stimulus and guidance for others undertaking research projects. Clinical duties of up to 3/10 will be required Commencing salary will be established within the iange $NZ67,808 – $87,568 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 7 January 1991. The University of Auckland — An Equal Employment Opportunity Employer.

UNIVERSITY OF BRITISH COLUMBIA. Aeslstent Professor, UBC Movement Disorders Clinic, Division of Neurology, Department of Medicine. The Division of Neurology is seeking a physicien fully tiained in clinical neulology with et least two years experience in a specialized movement disorder clinic. She/He should have substantial experience in the diagnosis and treatment of Parkinson's disease, dystonia, and other extra-pyamidal disorders. In addition to thrs clinical background, experience in research in movement disorders is also desired; in particular, at least two years training and experience in PET scanning of patients with Paikinson's disease and dystonia and some training in the epidemology of these disoiders. The candidate will be expected to run a clinical research program in PET and Neuroepidemiology. This is a giant tenure-track position beginning March 1, 1991. Please submit a letter of applicetion and cv no later than January 31, 1991 to: Dr. Donald B. Calne, Belzberg Family Professor of Medicine, Head, Division of Neurology, University Hospital-UBC Site, 2211 Wesbrook Mall, Vancouver, BC V6T 1W5. Salary will be commensuiate with expeiience. This appointment is subject to tinal budgetary approval. In accoidance with Canedien immigration requirements, this advertisement is directed to Canedian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

UNIVERSITY OF BRITISH COLUMBIA. Molecular Geneticist/Neurologlet. The Division of Neurology seeks a Royal College certified neurologist or equivalent as an Assistant Professor who can establish and maintain funding for an independent research laboratory in the field of molecular genetics. At least four years' research experience with a focus on the molecular genetics of multiple sclerosis is preferred. This is a grant tenure-track position; the candidate must have a track record in the field and must be able to compete successfully for an MRC or equivalent personnel award. The position begins July 1, 1991. The salery is commensurate with expeiience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Please submit a letter of application and a cv by January 31, 1991 to: Dr. Donald W. Paty, Head, Division of Neurology, University of British Columbia, Vancouver General Hospital, 222-2775 Heather Steet, Vancouver, B.C. V5Z 3J5.

MICROBIOLOGY

UNIVERSITY OF BRITISH COLUMBIA. Faculty at Medicine, The Department of Pathology, Division of Medical Microbiology, seeks to recruit a Scientist with training in microbiology. The successful candidate will participate in the reference diagnostic services and research activities of the University of British Columbia, affiliated health care institutions and the Provincial Laboratory with particular emphasis on retio viruses. A proven track record as well as several years experience, including work with retio viruses are essential. This grant tenure steam position will be at the rank of Assistant Professor and will require a Ph.D. In accordance with Canadian immigiation requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity piogram and encourages applications from all qualified individuals. Deadline for applications is January 31, 1991 with a starting date of March 1, 1991. Please send curriculum vitae and names of two referees to: Dr. J.A. Smith, Professor and Head, Division of Medical Microbiology, Room 211, Research Institute, 2660 Oak Street, Vancouver, BC, V6H 3Z6.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Medicine, The Department of Pathology, Division of Medical Microbiology, seeks to recruit a Scientist with training in clinical microbiology. The successful candidate will participate in the reference diagnostic services and research activities of the University of British Columbia, affiliated health care institutions and the Provincial Laboratory with particular emphasis on Borrelia, Toxoplasmosis and sexually transmitted diseases. A proven track record as well as several years experience, including work with Borrelia, Toxoplasmosis and sexually transmitted diseases are essential. This giant tenure steam position will be at the rank of Assistant Professor and will require a Ph.D. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Deadline for applications is January 31, 1991 with a starting date of March 1, 1991. Please send curriculum vitae and names of two referees to: Dr. J.A. Smith, Professor and Head, Division of Medical Microbiology, Room 211, Research Institute, 2660 Oak Street, Vancouver, BC V6H 3Z6.

THE UNIVERSITY OF BRITISH COLUMBIA, U.B.C. AFFILIATED HOSPITALS AND PROVINCAL LABORATORY: Two Medical Microbiologists. We are seeking to recruit two Medical Microbiologists with specialist certification by the Royal College of Physicians and Surgeons of Canada or equivalent Institution. Interest in public health and hospitel microbiology as well as evidence of a strong commitment to research is essential. The successful applicant may hold dual appointments in both the Provincial Laboratory and in a U.B.C. affiliated hospital. This is a full-time grant tenure track position. The appointee will be granted an academic appointment at the appropriate professoral rank in the division of Medical Microbiology, Department of Pethology, Faculty of Medicine. The apportionment of time between the Provincial Laboratory and the hospital will be negotiable and will be influenced by the clinical and research interests of the appointee. The successful applicant will be dedicated to acadamic excellence and will participate in the teaching of undergraduate and graduate programs of the Division of Medical Microbiology. This appointment can be made effective February 1, 1991. Salary will be negotiable depending on qualifications and experience. In accoidance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. "The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals." Deadline for submissions is January 31, 1991. For further information, please contact: John A. Smith, MD, FRCPC, Professor and Head, Division of Medical Microbiology, University of British Columbia, 211, Research Institute, 2660 Oak Street, Vancouver, BC, V6H 3Z6.

MODERN LANGUAGES

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a tenure-track position, commencing July 1, 1991, at the rank of Assistant Professor in German or Russian or Spanish or Ukranian. Primary duties will involve teaching language and literature courses at the undeigraduate level. Native or near native fluency and a comparative literature component are desirable. A Ph.D., teaching experience, and a demonstrated commitment to research are essential. Candidates should submit their complete curriculum vitae and arrenge for three letters of reference to be sent directly to: F.P. Bebertall, Acting Head, Department of Modern Languages, University of Seskatchewan, Saskatoon, Saskatchewan S7N 0W0. Candidates will be informed once their files are complete. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: January 31, 1991. The University of Saskatchewan is committed to the principles of employment equity. Position is subject to budgetary confirmation.

MOLECULAR BIOLOGY & GENETICS

UNIVERSITY OF GUELPH. Research Associate Position. A position is available for a research associate in plant

---

COUNCIL OF ONTARIO UNIVERSITIES
CONSEIL DES UNIVERSITÉS DE L'ONTARIO

The Council of Ontario Universities - an association of the universities in Ontario - is dedicated to the advancement of higher education for the people of Ontario.

The Council seeks applications and nominations for the position of

Executive Director

to replace the incumbent who is retiring June 30, 1991. As the Council's executive head located in Toronto, you will lead a team of dedicated professionals.

Demonstrating excellence in all aspects of management and communications, you will be a motivator and leader utilizing your consensual, interpersonal and strategic skills. You will be an 'ambassador' within and without the academic community, and promote a greater understanding of, and commitment to, the role of the university sector. The challenge is extraordinary - the rewards are immeasurable.

Suitable candidates will have appropriate academic and administrative experience, and a sound understanding of the university world and its policy issues. Some experience in the public sector would be a definite asset. The Council is committed to employment equity; this advertisement is directed equally to women and men.

All inquiries, applications and nominations will be held in strict confidence and should be directed by January 2, 1991 to: **Knox Henry & Associates Inc., 20 Eglinton Avenue West, Suite 1800, Toronto, Ontario M4R 1K8. FAX: (416) 480-1778.**

Le Conseil des Universités de l'Ontario, qui regroupe en association les universités de la province, se consacre au développement de l'enseignement supérieur pour les résidants de l'Ontario.

Le Conseil recherche des candidat(e)s pour le poste de

Directeur(trice) général(e)

afin de remplacer le titulaire actuel qui prendra sa retraite le 30 juin 1991. À titre de cadre supérieur du Conseil, dont le siège est à Toronto, vous assurerez la direction d'un personnel professionnel.

Expert dans tous les aspects de l'administration et des communications, vous serez un chef de file qui saura motiver son équipe grâce à des talents de conciliateur(trice) et de stratège unis à un sens aigu des rapports interpersonnels. Vous serez un 'ambassadeur(drice)' tant au sein de la communauté universitaire qu'à l'extérieur et vous travaillerez à promouvoir une meilleure compréhension du rôle du secteur universitaire, de même qu'un engagement envers ses objectifs. Le défi est de taille, les satisfactions du poste illimitées.

Les candidat(e)s posséderont une formation scolaire et une expérience administrative pertinentes, ainsi qu'une bonne compréhension du monde universitaire et des questions afférentes de politique générale. Une expérience du secteur public constituerait un atout certain. Le Conseil souscrit au principe d'équité en matière d'emploi; ce concours s'adresse tant aux femmes qu'aux hommes.

Toutes les demandes de renseignements mises en candidature et candidatures seront reçues à titre strictement confidentiel et doivent être addressées avant le 2 janvier 1991 à : **Knox Henry & Associates Inc., 20 Eglinton Avenue West, Suite 1800, Toronto, Ontario, M4R 1K8. Télécopieur : (416) 480-1778.**

Knox Henry & Associates Inc.

Consultants to Management/ Conseillers auprès de la direction

---

MASSEY UNIVERSITY

LECTURER/SENIOR LECTURER IN EARLY CHILDHOOD EDUCATION

Applicants should possess a relevant graduate degree and have major teaching and research interests in the development and education of young children. Additional interests in human development would be an advantage.

The successful applicant will be required to teach courses in early childhood education and related areas, and to supervise and engage in research.

Further information is available from Professor Ivan Snook or Professor William Tunmer.

Closing date: 31 January 1991.

Further details of the above position together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications, including a full curriculum vitae and the names and addresses and fax numbers of three referees should be sent before the closing date specified.

B.R.H. Monks
Registrar

We are an Equal Opportunity Employer.

Palmerston North • New Zealand
Telephone (64) 63 69-099

molecular biology and biochemistry. This position is for a minimum of three years, with the likelihood on continued funding afterwards. The person will be responsible for working on two projects. The first is to study plant nitrate assimilatory genes and the second is the analysis of polyamine biosynthesis in tomato fruit. Applicants must have a Ph.D. degree in plant molecular biology or biochemistry. It is essential to have had experience analyzing polyamines and their metabolites using HPLC. Furthermore, the candidate must have experience in plant molecular genetic techniques. These include the analysis of transgenic plants via RNA analysis and in situ protein assays and plasmid construction. Please send your cv and the names of three referees to: Steven Rothstein, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

DALHOUSIE UNIVERSITY. Laboratory technician with experience in recombinant DNA including DNA sequencing, PCR amplification, RNA/protein analysis, tissue culture and in situ hybridization and transformation in Drosophila. An M.Sc. degree in Biochemistry or Molecular Biology is a requirement. The appointment will be for one year, renewable depending on performance and availability of funds. Salary will be commensurate with experience and with guidelines for NSERC operating grants. Starting date Jan. 1st, 1991. Send c.v. and references to Dr. E. Zouros, Dept. of Biology, Dalhousie University, Halifax, N.S., B3H 4J1 or call (902) 4943750.

MUSIC

UNIVERSITY OF TORONTO. The Faculty of Music invites applications for the position of Conductor of the University of Toronto Symphony Orchestra. This full time appointment will be made at the rank of Associate Professor in the tenure stream. The candidate should have extensive professional experience as an orchestral conductor and the ability to teach effectively at the university level. A doctoral degree or the equivalent is desirable. The duties of the position include conducting the Orchestra, teaching conducting, and performing other teaching and directing duties appropriate to the candidate's education and experience. The candidate is also expected to maintain his or her professional conducting career during the portion of the year not devoted to teaching duties at the University. The 1990/91 minimum salary for an Associate Professor is $42,900 per annum. The appointment begins September 1, 1991 and the closing date for applications is December 31, 1990. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to: Dr. Paul Pedersen, Dean, Faculty of Music, University of Toronto, Toronto, Ontario M5S 1A1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply.

THE UNIVERSITY OF CALGARY Department of Music invites applications for an Assistant Professor of Music in Violin (tenure-track) effective July 1, 1991. Qualifications include a completed doctorate or equivalent professional and teaching experience, evidence of or potential for the development of a provincial, national and international profile as a teacher and performer. Duties include teaching violin at the undergraduate and graduate levels, coaching chamber music ensembles, and conducting the University Orchestra and Camerata. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should submit a curriculum vitae, cassette tape demonstrating performance level, and arrange to have three letters of reference sent by January 4, 1991 to: Dr. Eugene C. Cramer, Head, Department of Music, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

UNIVERSITY OF PRINCE EDWARD ISLAND, Department of Music. 1. Position: Subject to budgetary approval, applications are invited for a three-year contract, convertible to tenure stream, at the rank of Lecturer or Assistant Professor. 2. Qualifications: Applicants should hold, or be near completion of, a Doctorate Degree, or, at a minimum, hold a Masters Degree and have had considerable school teaching experience. 3. Duties: Teaching of undergraduate courses as follows: Music Education (including Philosophy); Applied Music in Woodwinds; Woodwind Techniques (Pedagogy); Woodwind Ensembles. 4. Salary: Commensurate with rank and experience. 5. Applications: Letters of application, together with curriculum vitae and three letters of reference, should be sent to: Dr. F. Alan Reesor, Chair, Department of Music, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. For more information, telephone: 902-566-0618; FAX: 902-566-0420. 6. Appointment: July 1, 1991. 7. Closing Date: January 25, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. 1. One tenure track appointment at the rank of Assistant Professor. 2. Ph.D. in musicology, completed or near completion; areas of specialization: all areas will be considered. 3. Applicants must have a strong commitment to both teaching and research publication; teaching of undergraduate and graduate courses and seminars through the doctoral level; supervision of graduate theses. 4. Salary: Current assistant professor base: $38,740. 5. Send a curriculum vitae and arrange to have three letters of reference sent to Prof. Steven Huebner, Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A 1E3. 6. Effective: September 1, 1991. 7. Deadline: January 31, 1991. 8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. The Faculty of Music, Wilfrid Laurier University is seeking a Resident String Ensemble with an established international reputation (string quartet or trio, or incomplete ensemble seeking a cellist) for long-term appointment, subject to budget approval. Duties will include teaching strings, performing, and coaching chamber music. Contract arrangements and salary are negotiable. Starting date is July 1, 1991. Apply to Anne C. Heil, Dean, Faculty of Music, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Closing date for applications is December 30, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Faculty welcomes applications from all qualified women and men. The university has established a smoke-free environment.

NATIVE STUDIES

BRANDON UNIVERSITY. The Department of Native Studies invites applications for a one-year term appointment as a sabbatical leave replacement at the rank of Lecturer or Assistant Professor. Candidates will be required to teach Native languages (Cree, Saulteaux and/or Sioux). Qualifications: M.A. required; Ph.D. preferred. Salary: floors (1990-91): Lecturer – $29,800; Assistant Professor – $32,000. Effective date of appointment: September 1, 1991. Closing date for applications: January 31, 1991. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for three reference letters to be sent to: Dr. Peter John C. Hordern, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

NURSING

UNIVERSITY OF CALGARY. Assistant or Associate Professors in Nursing. The University of Calgary invites applications for two tenure-track appointments in the Faculty of Nursing programmes. Faculty members teach across all programmes which include a generic baccalaureate programme, a Post-Diploma baccalaureate programme and a Master of Nursing Programme which prepares advanced nurse practitioners for clinical specialization, management and education. Nurses with a completed doctorate and a clinical focus are preferred to complement a practising nursing faculty. Rank and salary are commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates (men and women), aboriginal people, visible minorities, and people with disabilities. Applicants should send a curriculum vitae and the names of three referees by January 31, 1991 to: Dean, Faculty of Nursing, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4; Tel: (403) 220-6492; FAX (403) 284-4803.

UNIVERSITE LAVAL. Ecole des Sciences infirmières. Professeur, **Professeure de Carrière.** L'Université Laval est à la recherche de candidats, candidates pour un poste de professeur régulier à temps complet en sciences infirmières. Qualifications: Etre titulaire d'un diplôme de doctorat en sciences infirmières ou dans une discipline connexe; être membre en règle de l'O.I.I.O. ou y être éligible; avoir de l'expérience en recherche et en enseignement universitaire; avoir démontré sa capacité à développer des projets de recherche en soins infirmiers. Fonctions: Dans le cadre des fonctions universitaires d'enseignement, de recherche et de participation, ce poste sera probablement orienté vers le développement d'activités de recherches cliniques en soins infirmiers et l'enseignement dans le domaine de la promotion de la santé. Conditions de travail: Selon les normes de la convention collective en vigueur. L'Université Laval applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes. Date d'entrée en fonction: Le 1er juin 1991. Les personnes intéressées doivent faire parvenir leur curriculum vitae, et le nom de trois répondants, répondantes avant le 15 janvier 1991 à: Edith Côté, Présidente du Comité de sélection de la Faculté des sciences infirmières, Pavillon Paul-Comtois, Université Laval, Québec, G1K 7P4

OBSTETRICS & GYNAECOLOGY

UNIVERSITE D'OTTAWA. Faculté de médecine. Chaire d'obstétrique et de gynécologie. L'Université d'Ottawa accueille les candidatures à la direction de sa chaire d'obstétrique et de gynécologie. Les candidats et candidates doivent être admissibles à exercer la profession en Ontario et posséder l'agrément à titre de spécialiste du Collège royal des médecins et chirurgiens du Canada, tout en faisant preuve de réalisations et d'expérience en obstétrique et de gynécologie clinique et universitaire. Le poste comporte un rôle de direction dans les milieux universitaire, hospitalier et communautaire et la préférence sera accordée à la personne compétente qui s'est engagée dans la voie de l'excellence universitaire en enseignement et en recherche. Le département a la responsabilité de fournir un enseignement de qualité au niveau prédiplomé et post-doctoral dans les hôpitaux affiliés offrant une formation en obstétrique et gynécologie soit l'Hôpital Civic d'Ottawa et l'Hôpital Général d'Ottawa. La personne retenue assumera une double affectation à la direction de la chaire d'obstétrique et de gynécologie de l'Université et à la direction d'obstétrique et de gynécologie dans un des hôpitaux d'enseignement mentionnés.

La Faculté est à la recherche d'une personne pour combler un poste à temps complet. Le traitement et les avantages sont fonction de la formation et de l'expérience, conformément à l'échelle en vigueur à l'Université d'Ottawa. En vertu des exigences canadiennes relatives à l'immigration, la priorité est accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada. L'Université a une politique d'égalité en matière d'emploi. Une connaissance de l'anglais et du français est désirable. Un engagement à promouvoir le bilinguisme au sein de la Faculté est essentiel. Prière d'envoyer les demandes, accompagnées d'un curriculum vitae et du nom de trois répondants, à l'adresse ci-dessous avant le 31 décembre 1990: John F. Seely, M.D., Doyen, Faculté de médecine, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario) K1H 8M5.

UNIVERSITY OF OTTAWA. Faculty of Medicine. Chair of Obstetrics & Gynecology. The University of Ottawa invites applications for the position of Chairperson of the University Department of Obstetrics & Gynecology. Applicants must be eligible to practice in Ontario and hold certification of the Royal College of Physicians and Surgeons of Canada in Obstetrics & Gynecology. The Faculty is seeking an individual with a track record of clinical and academic excellence, leadership skills and potential to develop a strong research program in Obstetrics & Gynecology. The Department is responsible for directing both undergraduate teaching and postgraduate programs in Obstetrics & Gynecology in the Ottawa Civic Hospital and Ottawa General Hospital. The successful candidate will hold a joint appointment as Chair of the University Department of Obstetrics & Gynecology and Head of one of the affiliated teaching hospitals. The Faculty is seeking an individual who will hold a fulltime University appointment. Salary and fringe benefits are commensurate with qualifications and experience, and are in accordance with existing scales at the University of Ottawa. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Employment equity is University policy. A working knowledge of both English and French is desirable and a commitment to support bilingualism with the Faculty is essential. Applicants are requested to forward their curriculum vitae and the names of three referees prior to December 31, 1990 to: John F. Seely, M.D., Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, K1H 8M5.

PAEDIATRICS

QUEEN'S UNIVERSITY. Neonatology Faculty position in the Department of Paediatrics, Queen's University at the Kingston General Hospital. This is a geographic full time position in Neonatology beginning July 1, 1991. The position requires a major commitment to clinical Neonatology and to teaching. Research will be strongly encouraged. Applicants should have Royal College certification and have completed an involved in two years of Neonatology sub-specialty training. Academic rank and starting salary will depend on qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Interested candidates please supply with curriculum vitae, names and addresses of three referees to: B.A. Wharrett, M.D., Professor and Chairman, Department of Paediatrics, Queen's University, Kingston, Ontario K7L 3N6.

UNIVERSITY OF BRITISH COLUMBIA. Teaching Fellow, B.C. A position in the Department of Pediatrics, University of BC is open for applications for the academic year commencing July 1, 1991. Duties include assisting undergraduate program directors in undergraduate responsibilities. For details of the position, please write to the address below. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If no Canadian candidate is found, other candidates will be considered. The University of BC is committed to the Federal Government's employment equity program, and encourages applications from all qualified individuals. Salary will be commensurate with qualifications and experience. Please apply by January 31, 1991 to Dr. Jean Hlady, Department of Pediatrics, BC's Children's Hospital, 4480 Oak Street, Vancouver, BC V6H 3V4.

PATHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Head, Department of Pathology. The Faculty of Medicine, University of British Columbia, invites applications and nominations for the position of Head of the Department of Pathology. We seek an academic leader who will direct and develop the teaching and research programs of the Department located in each of UBC's affiliated teaching hospitals. The Department has 47 Full-time and 74 Clinical Faculty members and currently attracts external research support of over $4.5 Million annually. Candidates should hold specialty qualifications in Pathology and have a proven record of scholarly activity, broad pathology practice experience and a commitment to undergraduate and graduate medical education. Starting date will be July 1, 1991. Salary will be commensurate with experience and qualifications. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents. Applications, accompanied by a detailed curriculum vitae and the names of three references, should be directed by January 31, 1991 to: Dr. M.J. Hollenberg, Dean, Faculty of Medicine, Room 317, Instructional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, BC V6T 1W5.

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty Position — Clinical Pharmacy. This is a grant tenure track position with a joint appointment as Assistant Professor of Clinical Pharmacy, Faculty of Pharmaceutical Sciences, The University of British Columbia, and Clinical Pharmacist, Royal Columbian Hospital, Vancouver, B.C. Applicants must possess a Pharm.D. or equivalent and preferably have completed a Residency or Fellowship in Hospital Pharmacy with one to two years' University teaching experience. An exceptional benefit package is available. The responsibilities will include a 50% time commitment each to the Faculty for research, undergraduate and graduate teaching; and to the Hospital Department of Cardiology for consultative services to the cardiac arrest team, research, teaching the Advanced Cardiac Life Support course, participating in daily patient care rounds, and teaching medical interns, nurses, pharmacy residents, and students. This is an ideal opportunity to maintain a clinical practise while establishing a strong academic career. Start Date 1 July 1991 (for an initial tenure track appointment to 30 June 1993 renewable bi-annually until grant tenured) Salary is negotiable and subject to final budgetary approval. Deadline for applications: 31 January 1991 or until position is filled In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application and curriculum vitae to: Dean John H. McNeill, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C., V6T 1W5; Phone No.: (604) 228-2343, FAX No.: (604) 228-2299. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

PHILOSOPHY

YORK UNIVERSITY. Faculty of Arts, Department of Philosophy. One or more tenure-track positions at the level of Assistant Professor. Qualifications: PhD or equivalent in Philosophy. Teaching experience and publications preferred. Specialization in logic or one or more of: history of philosophy, 20th century analytic philosophy, existentialism, hermeneutics, epistemology, metaphysics, philosophy of science or of one of the sciences, moral, social and political philosophy, philosophy of religion, aesthetics. Duties: may include graduate and undergraduate teaching. Appointment effective July 1, 1991, pending University approval. Applications, including curriculum vitae and at least three letters from academic references should be sent to Chair, Department of Philosophy, Faculty of Arts, York University, North York, Ontario, Canada M3J 1P3. Applications deadline: January 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and

Memorial
University of Newfoundland

EMPLOYMENT OPPORTUNITIES

Due to significant growth and new opportunities, applications are invited for tenure-track or visiting positions in the areas of accounting, finance, marketing, management science, MIS, production/operations management, organizational theory/behavior, international business and communications. Teaching may be in both the MBA and undergraduate programs. Applicants should have an interest in scholarly activities. PhD, complete or in progress. Appointment dates are flexible and salaries are competitive. Research support is available. As well, the position of associate dean, information services, is to be filled. This position carries course remissions and a stipend. Exceptional candidates in other areas will be considered.

Contact:

Dr. Rick Roskin, dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF A1B 3X5
Telephone: (709) 737-8851
FAX: (709) 737-7680

University of Lethbridge

Faculty of Education
Academic Positions

Applications are invited for the following probationary (tenure-track) positions:

SOCIAL STUDIES EDUCATION

Background and qualifications: Demonstrated background and expertise in Social Studies Education, K-12. Experience in teaching Social Studies Curriculum and Instruction courses and supervising student teachers in schools. Ability to offer professional development activities for teachers and to provide leadership in the Faculty's Social Studies Education program. Strong field orientation.

EARLY CHILDHOOD/ELEMENTARY EDUCATION

Background and qualifications: Demonstrated background and expertise in Early Childhood/Elementary education including programs for the preparation and on-going professional development of Early Childhood/Elementary teachers. Experience with the implementation of integrated curriculum, family and community resources, experiential and cooperative learning. Expertise in one or more of the academic disciplines associated with Early Childhood/Elementary education, particularly language arts. Demonstrated teaching excellence at the Early Childhood/Elementary level and a strong field orientation.

EDUCATIONAL FOUNDATIONS

Background and qualifications: Applications from candidates with expertise in all foundations disciplines are welcome. The Faculty is particulary interested in applicants with a strong background in the sociology of education and an inter-disciplinary focus in their teaching and research. The successful candidate will be expected to contribute to a number of aspects of our integrated teacher education program.

General Qualifications: Demonstrated teaching excellence at public school and university levels. Experience in supervising student teachers and working with cooperating teachers. Demonstrated commitment to research. Strong interest in and commitment to teacher education. Ability to teach undergraduate and graduate level courses. Doctorate or near completion.

Salary: Commensurate with qualifications and experience. (Assistant Professors to $42,000; Associate Professors to $55,000.)

Effective date for all appointments July 1, 1991.

Closing Date for Applications: January 31, 1991

The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).

Letter of application, full curriculum vitae and names of three references to be sent to: **Dr. E. Mokosch, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4**

permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

UNIVERSITY OF TORONTO. The Department of Philosophy. University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1991. Ph.D and evidence of excellent teaching required. Areas of specialization: open, but a strong background in cognitive science or logic will be an asset. Duties will include research and teaching in areas of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 31 December 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. The University of Toronto encourages both women and men to apply for positions. The Department of Philosophy is particularly interested in attracting qualified female applicants.

SAINT MARY'S UNIVERSITY invites applications and nominations for a tenure-track position at the Assistant Professor level starting September 1, 1991. The successful applicant will be required to teach introductory level courses in basic logic, introduction to philosophy and advanced courses in ethics. Women and minority candidates are encouraged to apply in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University is an equal opportunity employer. Applicants should send a letter of application, a complete curriculum vitae, and letters from three referees to: Dr. Rowland Marshall, Chairperson, Department of Philosophy, Saint Mary's University, Halifax, N.S., B3H 3C3. Deadline for reception of applications is February 15, 1991.

CARLETON UNIVERSITY. Department of Philosophy. Subject to budgetary approval, the Department of Philosophy at Carleton University invites applications for a tenure-track position at the level of Assistant Professor, beginning July 1, 1991. Ph.D. or equivalent, teaching experience and publications preferred. Main responsibilities will include teaching and supervision in ethics at the undergraduate and undergraduate levels. Applicants should be qualified to teach courses in environmental ethics, with a strong research commitment in this field and an interest in participating in the development of programs in environmental studies. Applications, including a curriculum vitae and three letters of reference, should be sent by January 14, 1991 to Andrew Jeffrey, Chair, Department of Philosophy, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups, and in particular women, are encouraged to apply.

BROCK UNIVERSITY. The Department of Philosophy at Brock University invites applications for a tenure track position at the Assistant Professor level. The department looks for expertise in the areas of both Asian (especially Indian) Philosophy and Contemporary European Thought, and an interest in Comparative Philosophy. Candidates should have a Ph.D., a record of scholarly publication and good teaching, and be prepared to teach at the M.A. and the undergraduate level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University has instituted a pro-active policy aimed at reducing gender imbalances in faculty: qualified women (or men, if appropriate) candidates are especially encouraged to apply. Closing date for applications is February 28, 1991. Please send applications to the Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Smoking at Brock University is strictly controlled.

LUTHER COLLEGE, UNIVERSITY OF REGINA. Applications are invited for a tenure track position in Philosophy at the Assistant Professor level starting July 1, 1991, subject to budgetary approval. Candidates should have a Ph.D. in Philosophy with an interest in such areas as: ethics, contemporary ethical issues, women's studies, aesthetics, or social-political philosophy. Candidates should have a demonstrated ability in undergraduate teaching, potential for research, and an interest in interdisciplinary studies in a Christian college which is one of three colleges federated with the University of Regina. Responsibilities include undergraduate teaching, research, academic counselling, and College and University committee work. Applications should include a curriculum vitae outlining disciplinary interests, teaching experience, examples of publications, three letters of reference, which are to be sent to Dr. Arthur A. Krentz, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages women to apply for the position. Deadline for applications is January 30, 1991.

PHYSICAL EDUCATION

THE UNIVERSITY OF CALGARY Faculty of Physical Education invites applications for an Assistant Professor (tenure-track) position in the area of school physical education, commencing July 1, 1991. Responsibilities include teaching undergraduate courses, supervising graduate students and conducting research. Preference is given to applicants with a completed doctorate, specialization in movement education, school physical education teaching and experience in collaborative work with school practitioners. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications, including a curriculum vitae, a brief description of current research and teaching interests, and the names of three referees should be submitted by March 1, 1991, to: Dr. W.L. Veale, Dean, Faculty of Physical Education, The University of Calgary, 2500 University Dr. N.W., Calgary, Alberta, Canada T2N 1N4.

YORK UNIVERSITY, Faculty of Arts, Department of Physical Education, Recreation and Athletics. Applications are invited for a tenure-track appointment at entry level or higher. A Ph.D. is required with a background in Health Psychology relating to the promotion of health and prevention of illness. An interest in the role of physical activity would be an advantage. Duties include graduate and undergraduate teaching, supervision of graduate students in the MA Programme in Exercise and Sports Science, and the development of a programme of productive research. A strong publication record commensurate with level of experience is expected, together with the ability to attract external funding. The possibility exists of a cross-appointment to the Graduate Programme in Psychology for a suitably qualified candidate. Enquiries and/or applications in form of a letter of interest with curriculum vitae should be directed to: Dr. Barry Fowler, Director, Graduate Programme in Exercise and Sports Science, 338 Bethune, York University, North York, Ontario, Canada M3J 1P3 (416-736-5728). Deadline for applications is January 31, 1991. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

UNIVERSITY OF SASKATCHEWAN, College of Physical Education. Assistant Professor (tenure track position) invites applications for persons with a doctorate or near completion. Appointment would be effective July 1, 1991. Salary Scale is $34,380 to $45,118 for 1990-91. The College of Physical Education has a faculty complement of 21 and offers a four-year Bachelor of Science degree in Physical Education to 350 undergraduate students. The academic program is structured to provide a sound liberal arts background, with an area of academic specialization, and a comprehensive professional education. The College offers a program in Graduate Studies leading to a M.Sc. degree and special case Ph.D. Successful candidates will be expected to teach at the undergraduate and graduate levels, advise graduate students, and maintain an active research and scholarship program. The College is seeking applicants in Sport and Leisure Administration, Physical Education Instructional Methodology, and any other fields of specialization which contribute to the broader scope of the College's needs as well as complement existing areas of specialization. Applicants should include in their submission a brief statement defining research interests and teaching capabilities. This statement, along with their curriculum vitae and the names of three academic referees should be sent to: Dr. R.L. Mirwald, Dean, College of Physical Education, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The closing date for receipt of applications is December 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is University policy.

PHYSICS

SIMON FRASER UNIVERSITY. Faculty Position in Semiconductor Physics. The Physics Department at Simon Fraser University invites applications for a junior tenure track position in exponential semiconductor physics. This position will be associated with an NSERC Industrial Research Chair in the area of Optical Properties and Characterization of Electronic and Optoelectronic Materials, held by Professor M. Thewall. The successful candidate will be expected to develop a strong research program which will complement that of the chairholder. Specifically, preference will be given to scientists with expertise in the growth of semiconducting materials by metal-organic chemical vapor deposition (MOCVD). The successful candidate will be expected to participate in the undergraduate and graduate teaching programs of the department. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send vitae, publication list and the names of at least three references to Professor M. Plischke, Chairman, Physics Department, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6 by March 1, 1991.

MOUNT ALLISON UNIVERSITY. Department of Physics. Applications are invited for a one-year term position, to be filled effective July 1, 1991, subject to budgetary approval. Duties include undergraduate teaching and research. The successful candidate should hold the Ph.D. degree and be able to initiate and carry on research activity in solid state physics. Honours students can participate. Teaching assignments will include participation in the introductory course and at higher levels in the area of the successful candidate's interests. Willingness and ability to contribute effectively in laboratory as well as classroom teaching is a requirement. The 1990-91 salary ranges are: Lecturer, $28,019 to $40,319, Assistant Professor, $34,169 to $48,008 and Associate Professor, $43,395 to $56,459. Applicants should send a curriculum vitae and the names of three referees, to: Professor J.T. Macfarlane, Head and Chair of the Search Committee, Department of Physics, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is January 31, 1991 or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will be considered. Applications are encouraged from minority groups and both genders.

YORK UNIVERSITY — TORONTO. Faculty Position in Physics. Applications are invited for a tenure track appointment at the Assistant Professor level, although serious consideration will be given to appointing an exceptional candidate at a higher level. The successful candidate will be expected to engage in pure or applied Experimental Laser oriented research in optical, atomic and molecular, or condensed matter physics. His/her research interests could be in areas such as: nonlinear optics, atoms and molecules in strong radiation fields, laser cooling of atoms, and ultra-fast phenomena in the interaction of matter and electromagnetic radiation. The applicant must be able to teach at both the undergraduate and graduate levels as well as supervise graduate students. Applications should be sent to arrive by 28th February 1991, to: Professor R. Koniuk, Appointments Committee Chairman, Physics Dept., York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3. (Tel: 416-736-2100 Ext. 66480). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. York University is implementing a policy of employment equity, including affirmative action for women faculty. This position is subject to final budgetary approval.

UNIVERSITY OF WATERLOO, Physics. Postdoctoral Fellowships at the University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, particle physics and relativity, astrophysics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Limited teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Professor A.D.S. Nagi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

POLITICAL ECONOMY

CARLETON UNIVERSITY — Subject to budgetary approval the Institute of Political Economy expects to make appointments annually from distinguished senior scholars, women and men, to teach some aspect of political economy at the graduate level as a Visiting Professor for 2 to 12 month period. The applicant should have a record of internationally recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines. Applications in any calendar year by December 31, to the Director, Institute of Political Economy, Faculty of Social Sciences, Carleton University, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

POLITICAL SCIENCE

UNIVERSITY OF WINDSOR. The Department of Political Science invites applications for a 2 year limited term appointment beginning July 1, 1991. The Department requires a specialist in Canadian Politics or Public Administration who is able to teach five (5) undergraduate courses in Political Science at least one of which will be in introductory level course. This appointment will be at the level of Lecturer or Assistant Professor. Ph.D., publications, and teaching experience are preferred. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal employment opportunities to qualified female and male candidates. Women are particularly encouraged to apply. The consideration of applications will begin January 15, 1991. Interested applicants should send their curriculum vitae and the names of three referees to: Dr. Richard Price, Head, Department of Political Science, University of Windsor, Windsor, Ontario, N9B 3P4. Telephone (519) 253-4232 Ext. 2347; FAX 519) 973-7050.

UNIVERSITY OF WINNIPEG. Department of Political Science. Subject to budgetary approval, the Department of Political Science intends to make a tenure-track appointment at the assistant professor rank in the field of International Relations/International Law. As a small liberal arts university devoted to excellence in teaching and research, we are seeking a specialist who will be expected to teach in secondary areas. Ph.D. with teaching experience desirable, salary commensurate with experience. Letters of applications, with a current curriculum vitae and the names of three referees should be sent to Dr. R.A. Khan, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Appointments effective September 1, 1991. Applications will be accepted until February 1, 1991. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Political Science. Subject to budgetary approval, the Department of Political Science intends to make a limited-term appointment at the assistant professor rank in the field of public administration. As a small liberal arts university devoted to excellence in teaching and research, we are seeking a specialist who will be expected to teach in secondary areas. Ph.D. with teaching experience desirable, salary commensurate with experience. Letters of application, with a current curriculum vitae and the names of three referees should be sent to Dr. R.A. Khan, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Appointments effective September 1, 1991. Applications will be accepted until February 1, 1991. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts, Department of Political Science. A tenure-track position in the field of International Relations. Assistant Professor level preferred. May involve graduate teaching and supervision, as well as undergraduate teaching and research. Appointment to commence July 1, 1991. Requirements: Ph.D. or equivalent; ability to teach undergraduate courses in Canadian Foreign and Defence Policy and to teach and supervise graduate courses in International Relations. Research specialization may be in either Canadian foreign or defence policy, broadly defined. Salary commensurate with qualifications. Application, including curriculum vitae, should be sent to: Professor L. Panitch, Chair, Department of Political Science, York University, North York, Ontario M3J 1P3. Please arrange to have letters of reference sent directly to the Chair. Deadline for applications is February 1, 1991. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Political Science. Subject to budgetary approval, the Department of Political Science invites applications for a 10-month term appointment beginning September 1, 1991, in Soviet politics and Eastern European politics. The appointment may be made at the Instructor, Lecturer or Assistant Professor rank. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents.

McMASTER UNIVERSITY. The Department of Political Science at McMaster University invites applications for a one year appointment in International Relations. There is a strong possibility that this appointment will become tenure track. Candidates will be expected to have teaching and research interests in international political economy and international relations theory. The appointment will be at the Assistant Professor level, and will commence on 1 July 1991. McMaster is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The closing date for the receipt of applications is 31 January 1991. Applications, including curriculum vitae and three letters of reference, should be sent to Michael M. Atkinson, Chair, Department of Political Science, McMaster University, Hamilton, Ontario, L8S 4M4.

DALHOUSIE UNIVERSITY. The Department of Political Science, Dalhousie University, invites applications for a full time probationary tenure-track position in political theory, at the level of Assistant Professor, effective July 1, 1991. The Department is interested in candidates with teaching ability in the area of political theory, including methodology. Applicants should have a completed, or nearly completed, Ph.D. Please apply by sending a curriculum vitae of three pages, and a statement of teaching and research interests, to: Professor Robert Boardman, Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6. Deadline for applications: January 25, 1991. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

POLITICAL STUDIES

TRENT UNIVERSITY: The Department of Political Studies invites applications for: (a) a tenure-track position in the field of International Relations at the Assistant Professor level, commencing July 1991. Applicants should have a Ph.D. or be near completion, the ability to sustain an active research program and a commitment to undergraduate teaching; (b) a one year limited term position at the Lecturer or Assistant Professor level commencing July 1, 1991 in the field of Canadian Politics and Public Policy. This position is subject to budgetary approval. Candidates should have a Ph.D. or be near completion and undergraduate teaching experience. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent by 15 January 1991 to Professor Joseph Wearing, Chair, Political Studies Department, Trent University, Peterborough, Ontario, K9J 7B8. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

POLITICS

BROCK UNIVERSITY. The Department of Politics, Brock University, will make up to four full-time one or two-year appointments beginning 1 July 1991. Candidates are sought to teach in one or some combination of the following: gender and politics, international relations, political philosophy, public administration, public policy, quantitative methods. The Department prefers candidates who have completed or are near to completing the Ph.D. Applicants are invited to send c.v. and list of three referees to Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1 before February 1, 1991. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry, Prince George Regional Hospital, Prince George, B.C., Department Head. The University of British Columbia and the British Columbia Mental Health Society invite applications for the position of Head, Department of Psychiatry, Prince George Regional Hospital, Prince George, B.C. The successful applicant, in addition to an appointment as Head, Department of Psychiatry, Prince George Regional Hospital, Prince George, will also be eligible for a grant tenure track position with the Department of Psychiatry, Faculty of Medicine, U.B.C. This is a unique opportunity to develop comprehensive services, training and research programs for the City of Prince George, located in North-Central British Columbia, as well as the surrounding region. Duties include administration of clinical services provided by the Prince George Regional Hospital and the Mental Health Centre, development of

Doyen ou doyenne de la Faculté d'administration

La personne actuellement en poste peut également soumettre sa candidature pour renouvellement de mandat.

La Faculté d'administration est composée de deux départements : administration et comptabilité. Elle compte environ 720 étudiants et étudiantes à plein temps et offre de nombreux cours à l'éducation permanente. Outre les programmes de premier cycle dans divers domaines, la Faculté offre une maîtrise en administration des affaires (M.B.A.).

Sous l'autorité immédiate du vice-recteur à l'enseignement et à la recherche, le ou la titulaire assure le fonctionnement scolaire et administratif de la Faculté. Président ou présidente du Conseil de la Faculté, il ou elle dirige le personnel enseignant, veille à l'établissement des priorités en tenant compte des implications budgétaires, analyse et fait connaître les besoins de la Faculté, travaille au maintien des normes et coordonne les activités d'enseignement et de recherche des professeurs et des professeures. Il ou elle représente la Faculté au Sénat universitaire ainsi qu'au sein de plusieurs comités de l'Université.

Le candidat ou la candidate, de préférence titulaire d'un Ph.D., doit avoir un bon dossier scolaire en enseignement et en recherche, une expérience en gestion avec leadership et gestion participative à l'appui, de même que la capacité d'offrir une vision, d'élaborer une planification et d'assurer un suivi. Le candidat ou la candidate sera avantagé(e) par les qualifications suivantes :

- Capacité de faire la promotion et défendre les intérêts de la Faculté
- De préférence, expérience ou bon rayonnement dans le monde des affaires

La date d'entrée en fonction est le 1er juillet 1991, et le mandat régulier de cinq ans se termine le 30 juin 1996. Les candidatures seront étudiées à compter du 29 janvier 1991. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé et un dossier professionnel complet, avec le nom de trois répondants, au vice-recteur à l'enseignement et à la recherche, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-4112

UNIVERSITÉ DE MONCTON

Cette offre s'adresse également aux femmes et aux hommes et, conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement.

mental health resources and regional clinical services, recruitment of psychiatric personnel to Prince George, development of new programs for the region, recruitment and supervision of community psychiatry fellows, maintaining liaison with psychiatrists and mental health personnel in Prince George and the region and planning and administration of a continuing education program for such personnel, supervision of residents and medical students, developing and conducting research as well as facilitating research initiated within the British Columbia Mental Health Society and the University. Salary will be commensurate with the requirements of the position, and the position is subject to final budgetary approval. Candidates must be eligible for medical licensure in British Columbia. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. The position will be available September 1, 1991. Closing date is March 31, 1991 or until a suitable applicant is found. Preference will be given to persons with training in community psychiatry with a strong interest in psychiatric epidemiology. Applicants are invited to submit a curriculum vitae and names of three referees to Dr. H.C. Fibiger, Professor and Acting Head, Department of Psychiatry, U.B.C., 2255 Wesbrook Mall, Vancouver, B.C., V6T 2A1. Telephone enquiries to be addressed to Dr. John Livesley, Director, Psychiatric Outreach Program at (604) 228-7550.

PSYCHOLOGY

WILFRID LAURIER UNIVERSITY. Department of Psychology. Applications are invited for a tenure-stream appointment in the area of developmental psychology, to begin July 1, 1991, subject to budgetary approval. The successful applicant would be expected to teach undergraduate courses in developmental and educational psychology, and to have an active and productive research program. Applications will be accepted until the position is filled, but interested persons should apply by early January, 1991. Applicants should send a curriculum vitae, and the names and addresses of three referees to Dr. B. Hunsberger, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. The university welcomes applications from all qualified women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

WILFRID LAURIER UNIVERSITY. Department of Psychology. Applications are invited for up to eight limited term or sabbatical replacement appointments for 1991-92. These positions are contingent upon budgetary and sabbatical approvals. We anticipate hiring people who can teach in, and otherwise contribute to, the following areas: developmental, learning, cognition, abnormal/clinical, community, social, and methods and statistics. The successful applicants would be expected to teach undergraduate courses in one or more of these areas, should have an active and productive research program, and could potentially contribute to our M.A. programs. These positions are available July 1, 1991, and applications will be accepted until the positions are filled, but interested persons should apply before January 31, 1991. Applicants should send a curriculum vitae, and the names and addresses of three referees to Dr. B. Hunsberger, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. The university welcomes applications from all qualified women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF CALGARY Department of Educational Psychology invites applications for an Assistant Professor (tenure-track) in Counselling Psychology effective July 1, 1991. Requirements include a doctorate and a strong background in basic counselling theory and practice with strong research records in some of the following fields: health and family issues in counselling, cross-cultural counselling, qualitative research methodologies, career development, and gender issues. The Department offers programs leading to the MEd, MSc and PhD degrees. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applications including a curriculum vitae and the names of three references should be sent prior to January 31, 1991 to Dr. L.H. Sandals, PhD, Head, Department of Educational Psychology, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

McGILL UNIVERSITY. The Department of Psychology announces a tenure-track position at the Assistent or Associate Professor level in any specialty area within the broad field of Cognitive Psychology, subject to the availability of funds. Selection will begin in late February 1991, and the starting date will be September 1, 1991. Candidates with outstanding qualifications in research and teaching should send a curriculum vitae, reprints, and a letter describing their teaching areas and research plans, and errenge to have at least three letters of recommendation sent to: A.S. Bregman, Chairman, Search Committee, Psychology Department, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. Canadian immigration regulations require that we direct this advertisement, in the first instance, to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY invites applications and nominations for a tenure-track position at the Assistant Professor level starting September 1, 1991. A doctorate in Psychology is required. We seek an individual with the ability and commitment to teach courses in psychological statistics and research methods at both the undergraduate and graduate levels. Candidates should have research interests in some aspect of human behavior. Saint Mary's supports research and the successful applicant will be expected to develop an active program of scholarly investigation. In addition to a major and honors program leading to the BA or BSc degree, the Department offers the MSc degree in two fields of specialization — clinical and industrial/organizational psychology — and is an integral member of the cooperative Ph.D. program in clinical psychology at Dalhousie University. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University is an equal opportunity employer. Applicants should send a curriculum vitae, copies of reprints or preprints, and a letter describing teaching and research interests to: Dr. Darryl Bruce, Chair, Department of Psychology, Saint Mary's University, Halifax, N.S. B3H 3C3. Three letters of reference should be sent by referees to the same address. The closing date for applications is January 31, 1991.

MOUNT ALLISON UNIVERSITY. Department of Psychology. Applications are invited for one or more one-year term appointments, which will be effective July 1, 1991, subject to budgetary approval. Applicants should hold a Ph.D. and have experience teaching psychology. Teaching interests should include some of (but not necessarily limited to) the following: Research Design and Statistics, Cognition, Learning, History of Psychology and Introductory Psychology. Individuals with strong research backgrounds are encouraged to apply. The department has excellent research facilities. The 1990/91 salary ranges are: Lecturer, $26,019 to $40,319; Assistant Professor, $34,169 to $48,008 and Associate Professor, $43,395 to $56,459. Applicants should send a curriculum vitae, copies of articles, and the names of three referees to: Dr. Marvin Krantz, Head and Chair of the Search Committee, Department of Psychology, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date of receipt of applications is January 31, 1991 or until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, American citizens who apply will be considered. Applications are encouraged from members of minority groups and from both genders.

UNIVERSITY OF WINNIPEG. The Psychology Department of the University of Winnipeg invites applications for one and possibly two tenure-track appointments at the Assistant or Associate Professor levels. The Ph.D. degree and a record of published research is required. Area of specialization is not so important as quality of research program, although the person hired will be expected to teach at least one course in psychology at the undergraduate level. Some teaching experience would be an asset. Subject to budgetary approval, appointments are planned for August 1, 1991 or thereabouts. Address applications in the form of a vita, letters of reference, and copies of representative work, to: R. Norton, Chair, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9.

ST. PAUL'S COLLEGE, UNIVERSITY OF WATERLOO. St. Paul's College, a liberal arts college of the United Church of Canada affiliated with the University of Waterloo, invites applicants in the field of psychology and religion. The appointment will be tenure stream at the rank of assistant professor. The successful applicant will hold a Ph.D. The primary teaching area is within the Studies in Personality and Religion Program, which is an interdisciplinary option combining Psychology with Sociology, Religious Studies and Philosophy; however, ability to teach general courses in psychology will be considered an asset. Applications close on January 15, 1991 and the position will start as of July 1, 1991. The appointment is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Paul's is committed to the principle of equity in employment. The college encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Address all inquiries to Dean Stanley McMullin, St. Paul's United College, Westmount Road N., Waterloo, Ontario N2L 3G6.

LUTHER COLLEGE, UNIVERSITY OF REGINA. Applications are invited for a tenure track position in Psychology at the Assistant Professor level starting July 1, 1991, subject to budgetary approval. Candidates should have a Ph.D. in Psychology with an interest in some of the following areas: Social and Developmental Psychology (Family and Child), Gerontology, or applied clinical counselling with an orientation to humanistic psychology. Candidates should have a demonstrated ability in undergraduate teaching, potential for research, and an interest in interdisciplinary studies in a Christian college which is one of three colleges federated with the University of Regina. Responsibilities include undergraduate teaching, research, academic counselling, and College and University committee work. Applications should include a curriculum vitae outlining disciplinary interests, teaching experience, examples of publications, three letters of reference, which are to be sent to Dr. Arthur A. Krentz, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages women to apply for the position. Deadline for applications is January 30, 1991.

BROCK UNIVERSITY invites applications for a tenure-track position at the level of assistant professor in its Communications Studies Program commencing July 1, 1991. The successful appointee will be competent to teach a variety of courses which may include the social science half of its team-taught introductory course, communication theory, organizational communication, interpersonal communication, communication research methodology, cultural theory, and a fourth-year course in the appointee's research area. Candidates should have a Ph.D. and promise of success in both research and teaching. The Communications Studies Program at Brock University is a growing interdisciplinary undergraduate liberal-arts program with approximately 150 majors. The Program has three streams built around a common course core: Culture and Language (literature, film, television, popular culture), Social Policy (politics, sociology, public policy, management), and Business Communication (management, marketing and public policy). Applications, c.v. and three letters of reference should be sent to Professor John Lye, Director, Communications Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1 by January 15, 1991. Brock University is an equal opportunity employer and is committed to positive action procedures, aimed at reducing gender imbalances in faculty; eligible women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

QUEEN'S UNIVERSITY. Department of Psychology. One or two tenure track positions at the Assistant Professor level are available starting 1 July 1991 in the following areas: 1) Clinical neuropsychology, behavioral medicine/health psychology, or I/O Psychology, the candidate will also be expected to contribute teaching to the undergraduate program in one or more of the following areas: introductory, social psychology, statistics, tests and measurement, personality/individual differences. In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is January 31, 1991. This appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH, Department of Psychology. Applications are invited for a senior level tenure-track position in the area of Applied Developmental Psychology. We are seeking an established scholar who will be a major contributor to a newly instituted Ph.D. program in Applied Developmental and Applied Social Psychology. Applications from all areas of research specialization within Applied Developmental Psychology and Clinical Child Psychology are encouraged. The successful applicant will have a history of scholarly excellence, an active program of applied research, and a commitment to training graduate students for work in a variety of academic and non-academic settings. In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is January 31, 1991. This appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH, Department of Psychology. The Department of Psychology has a vacancy for a tenure track appointment at the Assistant Professor level in Industrial/Organizational Psychology. The appointee will be expected to contribute to an active Master's Program in I/O Psychology and to a new Ph.D. program in collaboration with the University of Waterloo. The successful candidate will be a graduate from a recognized program in I/O Psychology and should have established an active research program in the broad area of organizational psychology. The candidate should have teaching interests and expertise in at least one of organizational psychology, work attitudes, organizational development. While the primary focus of the teaching will be at the graduate level in I/O Psychology, the candidate will also be expected to contribute teaching to the undergraduate program in one or more of the following areas: introductory, social psychology, statistics, tests and measurement, personality/individual differences. In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is January 31, 1991. This appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH, Department of Psychology. Applications are invited for a senior level tenure-track position in the area of Applied Developmental Psychology. We are seeking an established scholar who will be a major contributor to a newly instituted Ph.D. program in Applied Developmental and Applied Social Psychology. Applications from all areas of research specialization within Applied Developmental Psychology and Clinical Child Psychology are encouraged. The successful applicant will have a history of scholarly excellence, an active program of applied research, and a commitment to training graduate students for work in a variety of academic and non-academic settings. In accordance with Canadian immigration requirements priority will be given to Canadian citizens or permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is January 31, 1991. This appointment is subject to final budgetary approval.

ST. THOMAS UNIVERSITY. The Department of Psychology at St. Thomas University invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, effective July 1, 1991. St. Thomas is an independent, degree-granting university with accredited undergraduate programmes in Arts, Education and Social Work. The campus of St. Thomas University is situated adjacent to the University of New Brunswick campus and our faculty and students have full access to library, computer, recreational and other facilities of that institution. The successful candidate

Mount Saint Vincent University requires a

Dean of Human and Professional Development

Applications and nominations are invited for the position of Dean of Human and Professional Development at Mount Saint Vincent University.

Located in Halifax, the university is dedicated primarily to the education of women. More than 60 percent of the faculty and staff and 85 percent of the student body are women.

The Division of Human and Professional Development has a full-time academic staff of 95 plus sessional and part-time members. Undergraduate programs are offered in Business Administration, Child Study, Economics, Education, Gerontology, Home Economics, Psychology, Public Relations, Office Administration, Sociology/Anthropology, Tourism and Hospitality Management, and Women's Studies. Graduate programs are offered in Education and Home Economics. The total enrolment in this division is approximately 2500 students.

The Dean of Human and Professional Development reports directly to the Vice-President (Academic) and is responsible for the development of academic programs and faculty. The dean plays a key role in academic advising and overall university planning. In addition to a strong background in teaching and research, experience in university administration would be an asset.

The preferred starting date of this appointment is July 1, 1991. Applications and nominations should be sent by January 21, 1991, to:

Dr. Kathryn Bindon
Vice-President (Academic)
Mount Saint Vincent University
Halifax, Nova Scotia B3M 2J6

In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants.

THE INTERNATIONAL BACCALAUREATE ORGANISATION

Invites applications for the position of Chief Examiner in each of the following subjects:

ENGLISH (mother tongue)
ENGLISH (as a foreign language)
SPANISH (as a foreign language)
GEOGRAPHY
ECONOMICS
CHEMISTRY

The International Baccalaureate (IB) programme is a two year pre-University course the study of which leads to the award of the IB Diploma. The programme is currently taught in over 60 countries worldwide.

IB Chief Examiners are responsible for the setting and maintaining of standards, the setting of question papers and marking schemes, the award of final grades, and are involved in programme development.

Please submit your CV, a statement of interest and the names/addresses/telephone numbers of 2 referees to:

Mr T C M Carthew
Director of Examinations
International Baccalaureate Organisation
Pascal Close, St Mellons
Cardiff, CF3 0YP, GREAT BRITAIN

To arrive no later than **January 7th 1991.**

will be expected to teach a standard teaching load of three full courses or equivalent including courses in sensation, perception, introduction to psychology, and another course or courses according to the needs of the department. Honours thesis supervision is also required. A Ph.D. degree is expected but applicants with a Ph.D near completion may be considered for appointment at the rank of Lecturer. Applicants are asked to submit a curriculum vitee and samples of scholarly work, and to arrange to have three letters of recommendation sent directly to Dr Gary Hughes, Chairperson, Department of Psychology, St. Thomas University, P.O. Box 4569, Fredericton, New Brunswick, E3B 5G3. Closing date: January 15, 1991. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

TRENT UNIVERSITY. The Department of Psychology at Trent University invites applications for a tenure track position at the Assitant Professor level. Applicants must have an active research program in one or more areas of child, educational, exceptional development, life-span, personality or social psychology. Applicants should have a completed Ph.D. or be near completion. Preference will be given to candidates who also have expertise in research methodology and multivariata statistics. Equal emphasis will be placed upon teaching ability and research potential and achievement. Send curriculum vitaa and three latters of reference to: Dr. R.G. Setterington, Ph.D., Cheir, Department of Psychology, Trent University, Peterborough, Ontario, K9J 7B8. Applications will be accepted until January 15, 1991. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. Interested persons from those groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Psychologie. L'Ecole de psychologie de l'Université d'Ottawa prévoit pour un poste de professeur(e) à combler à compter du 1er juilet 1991. Il s'egit d'un poste contractuel de deux ans (qui pourrait devenir permanent sous réserve de financement) dans le domaine de la psychologie biologique ou psychologie développementale cognitive. Ce poste est au niveau de professeur(e) adjoint(te), des candidatures acceptionnelles au niveau de professeur(e) agrégé(a) pourront être considérées. Les qualifications minimales sont la doctoret en psychologie, une bonne maîtrise du français et de l'anglais, at un très bon potential en recherche. Le salaire minimum de l'année en cours au niveau de professeur adjoint est de $37,249, et à celui de professeur agrégé de $45,176. Les candidatures devraient être soumises avant le 31 décembre 1990. Adresser un lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que de tirés à part de deux publications récentes ou de tout autre document constituant une contribution académique au: Dr. Pierre Baron, Directeur, Ecole de psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément au programme d'équité en matière d'emploi, la préférence sera accordée aux femmes canadiennes ou résidentes permanentes qualifiées. Cependant, conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyen(na)s canadien(ne)s et aux résident(e)s permanent(e)s.

UNIVERSITY OF OTTAWA. Psychology. The School of Psychology of the University of Ottawa anticipates having a position to fill as of July 1st, 1991. It is a two-year contractual position (it may become a tenure-track position, subject to proper funding) in the area of Biological or Developmental Cognitive Psychology. The position is at the Assistant level. Outstanding candidates at the Associate level could be considered. Applicants should possess the followmg minimum qualifications: doctorate in Psychology, fluency in French and English, and research competence. The minimum salary for the current academic year is: $37,249, at the level of Assistant Professor and $45,176, at the level of Associate Professor. Applications should be received before December 31st, 1990. Submit a letter of application, vita, names and addresses of three referees and two recent publications from refereed journals or visible evidence of scholarly publication to: Dr. Pierre Baron, Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Consistent with our Employment Equity efforts, preference will be given to qualified Canadian or permanent resident women. However, in accordance with Canadien Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE LAURENTIENNE. Psychologie Clinique. Le Département de psychologie de l'Université Laurentienne prévoit un poste de professeure adjointe conduisant à la permanence à combler à compter du 1er janvier ou du 1er juilet 11. Ce poste sera au niveau de professeure adjointe de préférence; une partie des fonctions attachées à ce poste sera consacrée à l'enseignement des cours de psychologie clinique au niveau sous-gradué (psychologie pathologique et psychologie clinique). Les qualifications minimales sont un Docteret de psychologie dans le domaine clinique et une expérience clinique. Le potentiel de recherche sera aussi pris en considération. Le ou la candidat-e doit, soit être certifée, soit disposée à et qualifié-e pour le devenir. Une bonne maîtrise du français est essentielle. La connaissance de l'anglais est un atout. Le salaire de l'année en cours au niveau de professeure adjointe est de 40 189 $ à 60 737 $. L'Université Laurentienne applique une politique d'équité dans l'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens Canadiens et aux résidents permanents. Les personnes intéressées sont piées de faire parvenir leur curriculum vitae et des noms et adresses de trois repondants à: Dr Michael Dewson, Vice-Recteur à l'anseignement et à la recherche (Corps professoral et Services), Université Laurantienne, Chemin du lac Ramsey, Sudbury, Ontario, P3E 2C6.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY. School of Public Administration. Applications are invited for a 10 month term appointment effective September 1, 1991 at the Lecturer or Assistant Professor level. Teaching at the Graduate or Senior Undergreduate level will be in economic and/or political aspects of Public Administration. Ph.D. or near completion will be required. Send application, including curriculum vitae and names of three references, to: Professor Gene Swimmer, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Carleton University is committed to equality of employment for women, eboriginal peoples, visible minorities, and disabled persons. Hiring is subject to budgetery provision. Deadline for applications: January 15, 1991.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY. The Department of Recreation and Leisure Studies invites applications for a tenure track position at the assistant or associate professor level effective July 1, 1991, subject to budgetary approval. Applicants should have a Ph.D. in recreation and leisure studies or a closely related field and will be required to teach and conduct research in their area of expertise. The Department will choose tha candidate on the basis of expertise according to the following priority: 1) Therapeutic recreation; 2) Outdoor adventure racreation. A letter of application, a curnculum vitae and the names of three referees should be submitted to Dr. J. Larsen, Chair, Department of Recreation and Leisure Studies, Feculty of Physical Education and Recreation, Brock University, St. Catherines, Ontario L2S 3A1. Closing date for applications is February 1st, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty; qualified women (or men, if appropriate) candidates are especially encouraged to apply. Smoking at Brock University is strictly contolled.

UNIVERSITY OF WATERLOO. Recreation and Leisure Studies. Applications are being invited for a tenure track faculty position at the Assistant or Associate Professor rank. Qualifications include a Ph.D. in Recreation and Leisure Studies or a related field with a specialization in one or more of management or marketing of leisure services, leisure behavior, or tourism. Applicants also should have demonstrated achievement in research. Duties include research, teaching at all levels, and contributing to the development of a Ph.D. program. Salary commensurate with qualifications and experience, 1990/91 minimum salary for Assistent Professor is $36,388, for Associate Professor $47,305. Send e curriculum vitaa and three letters of reference directly from the referees to Dr. R.C. Mennell, Cheir, Department of Recreation and Leisura Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Effective date of eppointment: July 1, 1991. Closing date for receipt of applications is January 15, 1991. The University of Waterloo encourages applications from quelified women and men, mambers of visible minorities, native peoples, end persons with disabilities.

RELIGION

BRANDON UNIVERSITY. The Department of Religion invites applications for a one-year term appointment as a sabbatical leave replacement at the rank of Lecturer or Assistant Professor. The successful candidate will be required to teach introductory and upper level courses in world religions end the social-scientific study of religion. Teaching experience will be an advantage. Quelifications: Ph.D. in Religion preferred (applicants with a nearly completed Ph.D. may be considered). Salary ftoors (1990-91): Lecturer – $26,250, Assistant Professor – $32,000.

Concordia University invites applications with supporting dossiers for the position of

Director

Centre for International Academic Cooperation

Concordia University participates in international academic exchange and development programmes throughout the world. This is accomplished through partnerships with academic and research institutions. Currently such links are in place with China, India, France, Latin America and the U.S.A. In cooperation and close consultation with the academic units and offices of the University, the Centre for International Academic Cooperation is charged with facilitating and developing our mission in international academic cooperation and education.

Reporting to Vice-Rector, Academic, the Director:

- chairs the advisory council on international academic cooperation, which considers priority areas for Concordia's international efforts;
- oversees the operations of the office of the Centre, which functions
  - to facilitate the operation of existing international academic programmes,
  - to help negotiate and implement new international programmes,
  - to make arrangements for international delegations to and from the University,
  - to facilitate a variety of international academic activities;
- seeks funding in support of Concordia's international programmes from agencies outside the University;
- informs the University of opportunities for international academic cooperation and for the funding of international endeavours;
- represents the University at provincial, federal and international agencies.

Candidates will:

- have had experience in, and a strong commitment to, international education, development and cooperation,
- have had administrative experience,
- have had experience in seeking funding from government and other agencies,
- be fluent in several languages.

A varied academic career would be an advantage.

Starting salary for the Director will be commensurate with the qualifications and experience of the successful candidate.

Concordia University actively supports employment equity.

The successful candidate will assume his or her duties 1 February 1991, or as soon thereaftet as is possible.

Persons wishing to apply for the position or to nominate a prospective candidate, should send dossiers ot letters of nomination before 30 December 1990 to:

Dr. Jack N. Lightstone, Chair
Search Committee for
the Director of the Office of International Cooperation
Concordia University (Annexe BC-225)
1455 boul. de Maisonneuve O., Montréal, Québec H3G 1M8

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Concordia
UNIVERSITY

L'Université Concordia sollicite les candidatures avec dossiers à l'appui au poste de

Directeur ou Directrice

Du centre de coopération universitaire internationale

L'Université Concordia participe à des programmes de développement et d'échanges universitaires internationaux dans le monde entier, en association avec des établissements universitaires et de recherche. À l'heure actuelle, nous avons des liens avec la Chine, l'Inde, la France, l'Amétique latine et les États-Unis. En collaboration et consultation étroite avec les bureaux et unités d'enseignement et de recherche de l'Université, le Centre de coopération universitaire internationale est chargé de faciliter et d'élargir notre mission en matière de coopération et d'éducation universitaires internationales.

Relevant de la vice-rectrice à l'enseignement et à la recherche, le directeur ou la directrice:

- préside le comité consultatif sur la coopération universitaire internationale, qui étudie les domaines prioritaires de l'Université Concotdia en matière internationale;
- supervise les activités du bureau du Centre, qui a pour vocation de:
  - faciliter le déroulement des programmes universitaires internationaux en cours,
  - participer à la négociation et à la mise en oeuvre de nouveaux programmes internationaux,
  - s'occuper des délégations internationales que l'Université envoie ou reçoit,
  - organiser toutes sotres d'activités universitaires internationales;
  - obtient le financement d'organismes extérieurs à l'Université pour soutenir les programmes internationaux de Concordia;
  - informe l'Université des occasions de coopération universitaire internationale et de financement pour des activités internationales;
  - représente l'Université auprès des organismes provinciaux, fédéraux et internationaux.

Les candidats ou candidates devront:

- faire preuve d'une expérience et d'un engagement profond envers l'éducation, le développement et la coopération internationale,
- avoir de l'expérience en administration,
- témoigner d'expérience dans la recherche de financement auprès du gouvernement et des autres organismes,
- parler couramment plusieurs langues.

Une carrière universitaire diversifiée serait un avantage.

Le traitement de base sera en rapport avec la compétence et l'expérience de la personne choisie.

L'Université Concordia soutient activement le principe d'équité en matière d'emploi.

L'entrée en fonction est prévue pour le 1er février 1991 ou le plus tôt possible après cette date.

Les personnes qui désirent poser leur candidature ou proposer un candidat ou une candidate éventuel doivent envoyer leur dossier ou lettre de recommandation d'un candidat ou d'une candidate avant le 30 décembre 1990 à:

Monsieur Jack N. Lightstone, directeur
Comité de recherche d'un directeur ou d'une directrice
Bureau de coopération internationale
Université Concordia (Annexe BC-225)
1455, boul. de Maisonneuve ouest
Montréal (Québec) H3G 1M8

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

UNIVERSITÉ
Concordia

Effective date of appointment: September 1, 1991. Closing date for applications: January 31, 1991. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for three reference letters to be sent to: Dr. Peter John C. Hodgins, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

RELIGIOUS STUDIES

UNIVERSITY OF TORONTO. The Department of Religious Studies invites applications for a tenure-stream position in Psychology of Religion at the rank of assistant professor. Applicants should possess the Ph.D. Publications, teaching experience and academic background in the specific field are desirable. Duties will include teaching the introductory course in the field as well as advanced undergraduate courses. Candidates should have the potential for membership on the graduate faculty. The salary floor for 1990-1991 is $35,000. Applications together with three letters of reference should be sent to Professor J. McWilliam, Department of Religious Studies, University of Toronto, 40 Sussex Ave., Toronto, Ontario M5S 1A1 by January 31, 1991. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ST. JEROME'S COLLEGE. Department of Religious Studies. Applications are invited for a tenure track position in Religious Studies at the level of Assistant Professor to commence on July 1, 1991. The successful candidate will have a Ph.D. in Religious Studies or Theology (or equivalent) with specialization in the areas of Systematic Theology and Christian Ethics. Salary will begin at the current Assistant Floor of $36,400. negotiable according to experience. Applications together with a c.v. and the names of three referees should be mailed to Dr. Mary Malone, Chairperson, Department of Religious Studies, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3 by January 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's College to fill its vacancies with recent Ph.D. graduates whenever possible. Applications from women candidates are particularly welcome.

SOCIAL SCIENCES

YORK UNIVERSITY. Faculty of Arts. Division of Social Science. A tenure-stream appointment in an interdisciplinary programme in Health and Society, beginning July 1, 1991. Rank is at the assistant professor level. The Health and Society programme is an interdisciplinary social science programme that offers honours undergraduate degrees in conjunction with six social science departments (Anthropology, Philosophy, Physical Education, Political Science, Psychology, and Sociology). Expansion of the course offerings are expected in the areas of health, development and environment; health policy/health law; the organization and delivery of international, national, community-based or grass-roots health services. Preference is for candidates who approach one or more of these areas from an international/comparative perspective that takes into account the experiences of women, and Third and Fourth World peoples. A demonstrated capacity for critically-oriented, interdisciplinary teaching and research, and a PhD or equivalent are required. Send curriculum vitae and names of three referees to: Paul Axelrod, Chair, Division of Social Science, Faculty of Arts, York University, North York, Ontario M3J 1P3, by February 15, 1991. Candidates are requested to have three letters of reference sent directly to the Chair. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

McGILL UNIVERSITY. The Centre for East Asian Studies invites applications for a Contemporary Japanese Studies appointment in the Social Sciences at the Assistant Professor level (tenure-track) beginning September 1, 1991. Current minimum salary is $38,740. Canadian Preference will be given to candidates with a specialization in the area of political economy. Other areas of specialization will also be considered. Applicants should have completed the PhD. The successful candidate will be expected to participate in the on-going development of an already substantial interdisciplinary program of teaching and research in the Centre. Send application, names of three referees, vita and writing samples to Professor Sandra Buckley, Director of the Centre, 3434 McTavish Street, Montreal, Quebec, Canada, H3A 1X9, before February 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SOCIAL WORK

LAURENTIAN UNIVERSITY AND UNIVERSITY OF SUDBURY. Nishnaabe Kinoomaadwin Naedmeadwin. Honours Bachelor of Social Work (Native Human Services). Subject to budgetary approval, one tenure stream appointment is available effective January 1, 1991. The successful candidate will be expected to teach in an honours undergraduate degree programme, conduct scholarly research, do field work supervision, and work in close collaboration with First Nation communities. Qualifications: Knowledge/background in Native culture and traditions and how these relate to helping Native peoples is required; Candidates should have an advanced degree in Social Work or related field (Ph.D. or Master's degree with experience); Minimum of three years experience in Native communities is required; Native language is an asset; Demonstrated capability to conduct scholarly research and to work effectively with First Nation communities is required. Laurentian University is an equal opportunity employer. Canadian immigration laws dictate that this position be offered in the first instance to qualified Canadian citizens or landed immigrants. Application, curriculum vitae, and the names of three references should be sent to: Programme Committee, B.S.W. (Native Human Services), c/o Native Human Services Programme, University of Sudbury, Laurentian University, Sudbury, Ontario, P3E 2C6. Closing date: when filled.

LAKEHEAD UNIVERSITY. Applications are invited for the following positions in the Department of Social Work commencing July 1, 1991: A) Two probationary (tenure track) appointments; B) One — two year term appointment. Thasa appointments are subject to budgetary approval. The Department emphasizes a unique northern based task-centered ecological systems approach to social work practice and wishes to attract individuals with an interest in developing and enriching our curriculum in the areas of policy, management, practice and/or research. Salary and rank will be commensurate with qualifications and experience. Successful applicants should have a Ph.D. (or D.S.W.) or a M.S.W. and several years of social work experience. An application including a current curriculum vitae and the names and addresses of three references to: Dr. J. Gellert, Acting Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University has an employment equity policy and qualified women are encouraged to apply. An Equal Opportunity Employer.

CARLETON UNIVERSITY. School of Social Work — Instructor Position. Subject to budgetary approval, the School of Social Work, Carleton University, will make one preliminary appointment at the Instructor level effective July 1, 1991. The candidate will teach in the new B.S.W. program with duties including the coordination of the field placement program for the new B.S.W. and will have an M.S.W. degree. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities and disabled persons. Applications are especially invited from people in these groups. Applications, curriculum vitae and names of three referees should be sent to: Gillian Walker, Ph.D., Director, School of Social Work, Carleton University, Ottawa, Ontario K1S 5B6 by January 31, 1991.

CARLETON UNIVERSITY. School of Social Work — Faculty Positions. Subject to budgetary approval, the School of Social Work, Carleton University will be making preliminary appointments at the Assistant Professor level, effective July 1, 1991 and one 10-month term appointment at the Assistant Professor level, effective August 1, 1991. The School has a new B.S.W. program and two concentrations at the M.S.W. level, Direct Practice and Social Administration and Policy. Candidates with a Doctorate in Social Work preferred. A Ph.D. in another discipline with related social work educational, research and practice experience will be considered. At least one of the positions is open specifically to candidates with experience in policy and practice related to race and social work. Potential candidates who do not possess a doctoral degree will be considered dependent on their relevant work and academic background in the area of race, ethnicity, and aboriginal issues. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities and disabled persons. Applications are especially invited from people in these groups. Applications are especially invited from people in these groups. Applications, curriculum vitae and names of three referees should be sent to: Gillian Walker, Ph.D., Director, School of Social Work, Carleton University, Ottawa, Ontario K1S 5B6 by January 31, 1991.

SOCIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Applications are invited for a tenure-track position in Sociology at the Assistant Professor rank to commence July 1, 1991 (subject to budgetary confirmation). We are seeking a candidate with a strong commitment to research, publications and teaching. Ph.D. is required at the time of appointment. This position is in the areas of Women's Studies and Gender Relations and Sociology of Education. Send vitae and arrange for three letters of recommendation and copies of publications to Kathleen Storrie, Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The closing date for applications is February 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity.

THE UNIVERSITY OF CALGARY Department of Sociology invites applications for a position effective July 1, 1991. Rank open. Area of specialization is open but preference may be given to applicants with a primary specialty in Criminology. Deviance and a secondary specialty in theory, methods or statistics. PhD and strong commitment to teaching, research and publication are required. Duties include teaching and student supervision at both the undergraduate and graduate levels. The Department has nearly 400 majors and offers BA, MA and PhD degrees. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications, with curriculum vitae and the names of at least three referees, should be submitted by December 31, 1990 to: Dr. Joseph E. DiSanto, Head, Department of Sociology, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

BRANDON UNIVERSITY. The Department of Sociology/Anthropology invites applications at the Assistant Professor level for a three-year term appointment (which could lead to a probationary contract). Candidates must have a strong research and teaching focus in Criminology and some combination of the following areas: Quantitative Methods, Formal Organizations, Industrial Sociology and Urban Sociology. Qualifications: Ph.D. in Sociology preferred (applicants with a nearly completed Ph.D. may be considered). Salary floor (1990-91): Assistant Professor – $32,000. Effective date of appointment: September 1, 1991. Closing date for applications: January 31, 1991. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum

---

Concordia University, a dynamic institution located on two campuses in Montréal, is attended by approximately 23,000 undergraduate and 3,000 graduate students of all ages and diverse linguistic and cultural backgrounds. With support from a large academic and non-academic staff, the University offers innovative full and part-time programmes through four Faculties: Arts and Science; Commerce and Administration; Engineering and Computer Science; and Fine Arts.

Concordia University is seeking a

Vice-Rector, Services

to take office on 1 June 1991 or shortly thereafter. The appointment is for a five-year term, renewable.

Reporting directly to the Rector and Vice-Chancellor, the Vice-Rector plays an important role in the senior management team, together with the Vice-Rector, Academic, the Vice-Rector, Institutional Relations and Finance and the Secretary-General. Immediate challenges include overseeing strategic space planning necessitated by a major expansion of facilities, including a $60 million Library complex (scheduled for completion in 1992), and directing the development and installation of a Management Information System.

The Vice-Rector, Services is mandated, assisted by eleven reporting officers, to provide highly efficient and cost-effective services to the community through the following divisions: Audio-Visual Services; Computer Services; University Libraries; Ancillary Services; Fitness, Recreation and Athletics; Guidance Services; MIS and Space Planning; Physical Resources; Office of the Dean of Students; Student Administrative Services; Environmental Health and Safety; and Supply and Services.

A successful track record in managing a large and complex administration, strong leadership and interpersonal skills as well as fluency in French are essential requirements for the position. Experience in university administration, teaching and research would be an asset.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia University actively supports employment equity.

Applications and nominations, with biographical information, should be sent by 25 January 1991, to:

Dr. Patrick Kenniff
Rector and Vice-Chancellor
Concordia University
1455 de Maisonneuve Blvd. West
Montréal, Québec H3G 1M8

Concordia
UNIVERSITY

L'Université Concordia, établissement dynamique situé sur deux campus à Montréal, compte environ 23 000 étudiants et étudiantes du premier cycle et 3 000 des deuxième et troisième cycles de tous âges et de toutes origines linguistiques et culturelles. Encadrée d'un personnel professoral et administratif important, l'Université offre des programmes innovateurs à temps plein et à temps partiel, dans ses quatre facultés: Arts et Sciences; Commerce et Administration; Génie et informatique; Beaux-Arts.

L'Université Concordia est à la recherche

D'UN VICE-RECTEUR OU D'UNE VICE-RECTRICE AUX SERVICES

qui entrera en fonction le 1er juin 1991 ou peu après. Renouvelable, le mandat est de cinq ans.

Relevant directement du recteur et vice-chancelier, le vice-recteur ou la vice-rectrice joue un rôle important dans la haute direction, au même titre que la vice-rectrice à l'enseignement et à la recherche, le vice-recteur aux relations institutionnelles et aux finances et la secrétaire générale. Le candidat ou la candidate est chargé de superviser l'aménagement stratégique de l'espace nécessité par une importante expansion des installations, notamment la constuction du complexe de la bibliothèque au coût de soixante millions de dollars (achèvement prévu pour 1992) et de diriger la mise au point et l'installation d'un système intégré de gestion.

Assisté de onze cadres sous sa direction, le vice-recteur ou la vice-rectrice aux services à pour mandat de fournir des services rentables, efficaces et satisfaisants à la collectivité universitaire par l'entremise des divisions suivantes: services audiovisuels; services informatiques; bibliothèques de l'Université; systèmes intégrés de gestion et aménagement de l'espace; services auxiliaires; condition physique, loisirs et sports; services d'orientation; terrains et bâtiments; vie étudiante; registrariat; environnement, santé et sécurité au travail; approvisionnement et services.

Savoir gérer avec succès une administration vaste et complexe (avec références à l'appui), posséder de solides qualités de leadership et d'excellentes compétences en communication et en relations interpersonnelles et parler couramment le français sont des exigences indispensables. L'expérience de l'enseignement et de la recherche en milieu universitaire serait un atout.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et résidents permanents. La confidentialité des candidatures est assurée.

L'Université Concordia soutient activement le principe d'equité en matière d'emploi

Prière d'envoyer les candidatures et les mises en candidature accompagnées de renseignements biographiques au plus tard le 25 janvier 1991 à:

Monsieur Patrick Kenniff
Recteur et vice-chancelier
Université Concordia
1455, boulevard de Maisonneuve ouest
Montréal (Québec) H3G 1M8

UNIVERSITÉ
Concordia

vitae with application and arrange for transcripts and three reference letters to be sent to: C. Peter John C. Hordem, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

BRANDON UNIVERSITY. The Department of Sociology/Anthropology invites applications for a one-year term appointment in Sociology as a sabbatical leave replacement at the rank of Lecturer or Assistant Professor. Candidates must have a strong research and teaching interest in Medical Sociology. Interest and training in Social Psychology will also be an asset. Qualifications: Ph.D. in Sociology preferred (applicants with a nearly completed Ph.D. may be considered). Salary floats (1990-91): Lecturer – $26,250, Assistant Professor – $32,000. Effective date of appointment: September 1, 1991. Closing date for applications: January 31, 1991. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for three reference letters to be sent to: Dr. Peter John C. Hordem, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9.

BROCK UNIVERSITY. The Department of Sociology invites applications for two positions at the Assistant Professor level. One tenure track position is in the area of the Sociology of the Family. The other position, subject to budgetary approval, is a tenure track position in the area of Development. Salaries commensurate with qualifications and experience. Both appointments will commence on July 1, 1991. Applicants should hold a Ph.D. in Sociology or a related discipline. Priorities for supplementary teaching and research interests in either or both fields include: personality and role, education, sociology of knowledge, social class, sexuality, comparative studies, native people, ethnicity and race. Applications, including a current curriculum vitae and the names and addresses of three referees should be sent to Gary Rush, Chair, Appointments Committee, Department of Sociology, Brock University, St Catharines, Ontario, L2S 3A1. The deadline for applications is January 31, 1991. Brock University is an equal opportunity employer and is committed to positive action procedures, aimed at reducing gender imbalances in faculty; eligible women candidates are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Smoking at Brock University is strictly controlled.

ST. FRANCIS XAVIER UNIVERSITY. Applications are invited for a tenure track position at the level of Assistant Professor of Sociology. Candidates should have a Ph.D. and be willing to teach undergraduate courses in three areas. The Department's programme would be strengthened by having the new position filled by a person possessing any combination of the following areas: Gender and Development, Theory, Qualitative Research Methods; Deviance and Criminology; Qualitative Social Psychology. When applying, submit a curriculum vitae, names of three referees and a sample of a recent publication or paper to: Dr. Dan MacInnes, Chair, Department of Sociology and Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Deadline for applications is January 31, 1991. Salary will be commensurate with rank and experience. Effective date of employment will be September 1, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY. Applications are invited for two limited term sabbatical replacements for the academic year 1991-92. These positions are subject to budgetary approval. Candidates with a Ph.D. or near completion of this degree, prepared to teach introductory Sociology, and/or theory and one other substantive area are invited to apply. Please submit a curriculum vitae, and names of three referees to: Dr. Dan MacInnes, Chair, Department of Sociology and Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Deadline for applications is February 28, 1991. Salary will be commensurate with rank and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK, Department of Sociology, invites applications for a tenure-track appointment at the rank of Assistant Professor commencing 1 July 1991. The position is subject to budgetary approval. Salary and rank within the Assistant Professor category commensurate with qualifications. Candidates should hold a Ph.D. in Sociology or be close to the completion of that degree. While appointment will most likely be made at the Assistant Professor level, strong senior candidates are invited to apply. Candidates should have a specialty in Theory with other areas of specialization open. At the same time, it would be desirable for the incumbent to have an active participation in interdisciplinary studies within the Faculty of Arts whether that be within one or more of the following programs: Third world studies, Women's studies, Atlantic regional studies. The successful candidate will also be expected to participate in both the undergraduate and graduate (M.A. and Ph.D.) programs of the Department. Applications with curriculum vitae and the names of three referees will be accepted until 28 February 1991 and should be sent to: Dr. Allan Macdonell, Chair, Department of Sociology, University of New Brunswick, Fredericton, New Brunswick E3B 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

TRENT UNIVERSITY: The Department of Sociology invites applications for three one-year limited term appointments commencing July 1, 1991. Two of these positions are subject to budgetary approval. Applicants should have a Ph.D. or be near completion and undergraduate teaching experience. Each successful applicant will teach at least two of the following courses: Introductory Sociology, Family and Kinship, Research Methods and Statistics, Sociology of Education, Women, Men and Society, Canadian Social Structure, and Sociology of Organizations and Work. Letters of application, together with curriculum vitae and the names of three referees should be sent to Professor Roy T. Bowles, Chair, Department of Sociology, Trent University, Peterborough, Ontario, K9J 7B8, by February 15, 1991. Trent University is an employment equity employer, and especially invites candidacies from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY invites applications for a tenure-track position at the level of assistant professor in its Communications Studies Program commencing July 1, 1991. The successful appointee will be competent to teach a variety of courses which may include the social science half of its team-taught introductory course, communication theory, organizational communication, interpersonal communication, communication research methodology, cultural theory, and a fourth-year course in the appointee's research area. Candidates should have a Ph.D. and promise of success in both research and teaching. The Communications Studies Program at Brock University is a growing interdisciplinary undergraduate liberal arts program with approximately 150 majors. The Program has three streams built around a common course core: Culture and Language (literature, film, television, popular culture), Social Policy (politics, sociology, public policy, management), and Business Communication (management, marketing and public policy). Applications, c.v. and three letters of reference should be sent to Professor John Lye, Director, Communications Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1 by January 15, 1991. Brock University is an equal opportunity employer and is committed to positive action procedures, aimed at reducing gender imbalances in faculty; eligible women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY OF WATERLOO, Department of Sociology. Applications are invited for a tenure track faculty position. Rank open. PhD required. Candidates should have an interest in gender relations with other areas of specialization open. Salary is commensurate with qualifications and experience. Send your cv and names of three references to Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent PhDs appointed as Assistant Professors whenever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1991. Closing date for applying is January 31, 1991, or until filled. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are invited for a tenure track faculty position. Assistant Professor. PhD required. The Department will give special consideration to candidates in gender, demography, ethnic, political economy, social change, urban, and qualitative research methods. Applicants in other areas are invited to apply. Salary is commensurate with qualifications and experience. Send your cv and names of three references to Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent PhDs appointed as Assistant Professors whenever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1991. Closing date for applying is January 31, 1991, or until filled. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

SOCIOLOGY & ANTHROPOLOGY

CARLETON UNIVERSITY. Department of Sociology and Anthropology. Subject to budgetary approval, applications are invited for a preliminary tenure-track appointment at the level of Assistant Professor of Sociology and/or Anthropology to teach at the undergraduate and graduate levels. Candidates with a Ph.D., teaching experience and publications are encouraged to apply. Carleton's Graduate Programs in Sociology and Anthropology have concentrations in several areas, including Theory and Methodology; Stratification and Power; Cultural and Gender Studies; Comparative Institutions; and Social Anthropology. Candidates with expertise in one or more of these areas and an active research program will be given preference. When applying, submit a curriculum vitae, names of three referees, and copies of publications and/or reports of research in progress to: Professor Stephen Richer, Chair, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario K1S 5B6. Salary will be commensuate with rank and experience. Effective date of employment: August 1, 1991. Application deadline: January 31, 1991. In accordance with the requirements of the Department of Employment and Immigration, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons.

SOVIET & EAST EUROPEAN STUDIES

CARLETON UNIVERSITY. The Institute of Soviet and East European Studies invites applications for a tenure track appointment subject to budgetary approval, for the academic year 1991-92 at the rank of assistant professor. A completed Ph.D or equivalent, plus a commitment to research and publications, are required. We are seeking an area specialist with background in political science, economics/business or sociology. Responsibilities include teaching and research supervision at both undergraduate and graduate levels. Applications, including curriculum vitae and the names of at least three referees, should be made by 15 February 1991, to Carl Jacobsen, Director, Institute of Soviet and East European Studies, Room 459 Paterson Hall, Carleton University, Ottawa, Ont., K1S 5B6. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

SPANISH

SIMON FRASER UNIVERSITY. The Department of Spanish and Latin American Studies announces a tenure-track position in Spanish at the Assistant Professor level starting September 1, 1991. The Department is seeking a candidate with interest in the history of Spanish, language teaching methodology, and knowledge of interactive computer/video technology applied to language teaching. The Department offers B.A. degrees in Spanish and in Latin American Studies and is planning an interdisciplinary M.A. degree in Latin American Studies. Current areas of interest in Spanish are Spanish and Latin American contemporary fiction, poetry and drama, textual analysis, dialectology, teaching Spanish as a second language and the history of the Spanish language. The Department offers the opportunity to participate in a multidisciplinary Field School in Latin America. Applicants must hold a Ph.D., have a strong commitment to teaching and research and an ability to integrate current language teaching technology. Teaching experience and publications are desirable. Application deadline: February 1, 1991. Salary: commensurate to qualifications and experience; Assistant Professor: $36,583 – $52,951. Please address inquiries and applications including c.v., and have three letters of recommendation addressed to: Jorge Garcia, Chair, Department of Spanish and Latin American Studies, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; FAX: (604) 291-5950. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to those individuals entitled to work in Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO, Department of Statistics & Actuarial Science. Applications are being accepted for the position of Assistant, Associate or Full Professor in Actuarial Science, beginning July, 1991 or later. Applicants should have a Ph.D. in Actuarial Science or closely related area. Individuals with strong research interest and a proven research record, good teaching and communication skills are encouraged to apply. Professional qualifications in actuarial science and practical experience are important. Duties would include undergraduate and graduate teaching; independent research program including supervision of Ph.D. students working in statistical and probabilistic aspects of Actuarial Science. Salary commensurate with qualifications and experience. The closing date for applications is 31 January, 1991. Interested individuals should send an application with curriculum vitae, and arrange for three letters of reference to be sent to: Dr. K.S. Brown, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO. Department of Statistics & Actuarial Science. Applications are being accepted for a tenure track position in statistics at the Assistant Professor level. Applicants must have a Ph.D. in statistics or probability with proven ability in, or potential for research; good teaching and communication skills. Duties would include undergraduate and graduate teaching; development of independent research program. Salary commensurate with qualifications and experience. Appointment effective July 1, 1991 or later. The closing date for applications is 31 January 1991. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. K.S. Brown, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

SURGERY

UNIVERSITY OF BRITISH COLUMBIA, University Hospital, Head, Department of Surgery. The University Hospital and the University of British Columbia are seeking an outstanding academic surgeon to serve as the Head of the two Departments of Surgery at the University Hospital, Vancouver, B.C., one located at the Shaughnessy Site and one at the

---

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

FACULTÉ D'ÉDUCATION
FACULTY OF EDUCATION

invites applications
for the following tenure-track positions in

Teacher Education

REQUIREMENTS

1. Ph.D. in the specified domain
2. Active Research file
3. Experience in University teaching and knowledge of the educational milieu of Ontario

FUNCTIONS

1. Teaching, mainly at the B.Ed. level but also in the Master and Ph.D. programme
2. Conducting research and providing curriculum leadership in related areas
3. Supervision of Practice Teaching and Field Work
4. Participation in University activities

POSITIONS:

- Science Education
  Background in methods of science teaching, technology applied to science; experience in the development of science curricula.
- Special Education/Curriculum
  Teaching within programs for pre-service and in-service teachers in the design, production, and application of curriculum; coordination and teaching of courses in special education; a specialty in one exceptionality desirable.
- Language Arts
  Teaching within programs for pre-service and in-service teachers in elementary language arts with particular emphasis on reading; teaching in the area of pedagogy. Expertise in whole language approach to curriculum design and development.
- Mathematics Education
  Teaching within programs for pre-service and in-service teachers in elementary and secondary mathematics, expertise in the new technology applied to mathematics; experience in the design, production, and application of mathematics programs — K to 13 continuum.
- Social Studies
  Teaching within programs for pre-service and in-service teachers in the design, production, and application of courses in social and environmental studies, K-13 continuum, expertise in Geography and teaching/learning skills; expertise in the new technology applied to social and environmental studies

RANK AND SALARY
Commensurate with qualifications, experience and in keeping with the Collective Agreement.

DATE OF APPOINTMENT July 1, 1991

In keeping with Canadian immigration regulations, the positions are offered to citizens and permanent residents of Canada. Employment equity is University policy. Applicants must meet the requirements of bilingualism (official languages) as set forth by the University of Ottawa.

Additional information concerning these positions may be obtained from Professor Patrick Babin Telephone (613) 564-5015

Applicants should forward their application, curriculum vitae and the names of at least three persons willing to provide references before January 11, 1990, to:

Dean Louis-Gabriel Berdeleau, Faculty of Education, University of Ottawa, 145 Jean Jacques Lussier, Ottawa, Ontario K1N 6N5

OKANAGAN COLLEGE
UVic UNIVERSITY OF VICTORIA

The University-College of the Okanagan Invites Applications for the Position of
DIRECTOR, BACHELOR OF SOCIAL WORK
Kelowna Centre

Okanagan College is seeking an energetic person with a vision for further development, a commitment to excellence and teaching, and an appreciation of scholarly work. The candidate will be responsible for the development and implementation of the Bachelor of Social Work program offered in partnership with the University of Victoria.

DUTIES: Under the general direction of the Dean, Division of Health Programs, the Director is responsible for:

1. Directing, in cooperation with the University of Victoria School of Social Work, the further development of the Bachelor of Social Work program.
2. Assisting the department in developing efficient articulation between Bachelor of Social Work and Human Service Worker Program curriculum within the Division of Health Programs.
3. Coordinating Bachelor of Social Work course and curriculum development with the Division of Arts.
4. Maintaining regular liaison with the University of Victoria, regional social service agencies and the community.
5. Providing leadership for faculty regarding scholarly work, curriculum development and innovation in teaching and learning.

PREFERRED QUALIFICATIONS:

1. Demonstrated professional and educational leadership in social work.
2. Post secondary teaching and administration experience in a Bachelor of Social Work program.
3. A Doctoral degree or substantive progress toward one. (Outstanding candidates with a Masters' degree in Social Work may be considered.)
4. Demonstrated excellence in scholarly work.

APPOINTMENT: Continuing, effective as soon as the successful candidate can assume the position.

SALARY: $44,857 - $51,928 per annum (currently under review)

CLOSING DATE: December 31, 1990

This position is covered by the Policy for Administrative Staff.

APPLICATIONS: Personnel Office
Okanagan College
1000 K.L.O. Road
Kelowna, British Columbia
V1Y 4X8

REFER TO COMPETITION NUMBER 25ADM90 UPON APPLICATION

U.B.C. Site. The individual we seek is expected to plan, manage, and implement clinical and academic programs that foster the professional and scholarly growth of the two Departments. Applicants should have attained national and international stature in their fields of surgery and demonstrate a record of excellence in scholarship, clinical service and administration. This is a tenure track position. Salary will commensurate with qualifications and experience. Anticipated start date is July 1, 1991. This appointment is subject to final budgetary approval. The University Hospital and the University of British Columbia are committed to the Federal government's employment equity program and encourage applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by January 31st, 1991 to: Dr. Richard J. Finley, Chair, Search Committee for Head, Division of Neurosurgery, University Hospital, c/o 910 West 10th Avenue, Third Floor — Laurel Pavilion, Vancouver, B.C. Canada V5Z 1M3.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Medicine: Head, Division of Neurosurgery, Department of Surgery. The Department of Surgery at the University of British Columbia is seeking an outstanding clinician to serve as the Head of the Division of Neurosurgery at the University of British Columbia. The individual we seek is expected to plan, manage, and implement academic programs that foster the professional and scholarly growth of a multi-institutional division, and to provide leadership to the division's faculty. Applicants should have attained national and international stature in the field of neurosurgery, and demonstrate a record of excellence in scholarship, clinical service, and academic administration. The incumbent will have overall responsibility for the undergraduate and postgraduate education programs of appropriate breadth and depth for a university division of national stature. This is a grant tenure track position. Salary will be commensurate with qualifications and experience. Anticipated start date is July 1st, 1991. This appointment is subject to final budgetary approval. The University of British Columbia is committed to the Federal government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by January 31st, 1991 to: Dr. Richard J. Finley, Chair, Search Committee for Head, Division of Neurosurgery, Faculty of Medicine c/o 910 West 10th Avenue, Third Floor — Laurel Pavilion, Vancouver, B.C. Canada V5Z 4E3.

THEATRE

CONCORDIA UNIVERSITY. The **Department of Theatre, Faculty of Fine Arts,** at Concordia University, invites application for two tenure-track positions to begin June 1, 1991. The Department of Theatre offers five well-defined three-year undergraduate programmes: Specialization in Drama in Education, Specialization in Design for the Theatre, Specialization in Theatre Performance, Joint Specialization in Playwrighting (English and Theatre) and the Major Theatre programme. It carefully screens student applicants by requiring auditions, interviews, or portfolio submissions, and invites sixteen or fewer students into each of its programmes annually. The programmes are integrated via an extensive season of productions in which guest artists normally participate with students and faculty. There are currently eleven full-time faculty members, assisted by a number of part-time instructors drawn from the profession and six non-teaching staff. In accordance with the Collective Agreement, faculty members actively involved in research or creative work are expected to teach four one-semester courses annually and to share in the organization and administration of the Department. Applicants should have professional theatre experience and an M.F.A. or Ph.D. degree in theatre or equivalent. They should have experience in teaching advanced students in at least one of the following areas with the ability to teach lower-level courses in another: acting, design, developmental drama, directing, dramaturgy, and playwrighting. Letters of application, a resume and the names of at least three referees should be sent to: Chair, Gene Gibbons, Concordia University, Department of Theatre, 7141 Sherbrooke St. W., Montreal, Que. H4B 1R6. Deadline for receipt of applications is Feb. 15, 1991. Concordia University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration policies, this notice is directed to Canadian citizens and landed immigrants.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, SIR WILFRED GRENFELL COLLEGE. Theatre: Designer / Stagecraft Instructor. Sir Wilfred Grenfell College invites applications for a tenure track position commencing September, 1991 (subject to budgetary approval) to teach Stagecraft and design production for the Department of Theatre in the School of Fine Arts. The successful candidate will teach a variety of courses in various areas of Stagecraft and Design, in the technical stream of a four year B.F.A. program. The candidate will also be responsible for designing some aspect of at least two major productions a year for the department's fully flexible courtyard style theatre. An M.F.A. or equivalent in Design is required. Salary and rank are dependent upon qualifications and experience. Candidates should have experience teaching at the post-secondary level. A substantial body of experience in the professional theatre is essential. Particular emphasis will be placed on Costume Design, Scenic Painting and Properties Design. A letter of application with a curriculum vitae and the names of three references should be sent to: Professor Ken Livingstone, Head, Department of Theatre, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, Nfld. A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by January 31st, 1991 to: Dr. Richard J. Finley, Chair, Search Committee for Head, Division of Neurosurgery, Faculty of Medicine c/o 910 West 10th Avenue, Third Floor — Laurel Pavilion, Vancouver, B.C. Canada V5Z 4E3.

THEATRE

CONCORDIA UNIVERSITY. The **Department of Theatre, Faculty of Fine Arts,** at Concordia University, invites application for two tenure-track positions to begin June 1, 1991. The Department of Theatre offers five well-defined three-year undergraduate programmes: Specialization in Drama in Education, Specialization in Design for the Theatre, Specialization in Theatre Performance, Joint Specialization in Playwrighting (English and Theatre) and the Major Theatre programme. It carefully screens student applicants by requiring auditions, interviews, or portfolio submissions, and invites sixteen or fewer students into each of its programmes annually. The programmes are integrated via an extensive season of productions in which guest artists normally participate with students and faculty. There are currently eleven full-time faculty members, assisted by a number of part-time instructors drawn from the profession and six non-teaching staff. In accordance with the Collective Agreement, faculty members actively involved in research or creative work are expected to teach four one-semester courses annually and to share in the organization and administration of the Department. Applicants should have professional theatre experience and an M.F.A. or Ph.D. degree in theatre or equivalent. They should have experience in teaching advanced students in at least one of the following areas with the ability to teach lower-level courses in another: acting, design, developmental drama, directing, dramaturgy, and playwrighting. Letters of application, a resume and the names of at least three referees should be sent to: Chair, Gene Gibbons, Concordia University, Department of Theatre, 7141 Sherbrooke St. W., Montreal, Que. H4B 1R6. Deadline for receipt of applications is Feb. 15, 1991. Concordia University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration policies, this notice is directed to Canadian citizens and landed immigrants.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, SIR WILFRED GRENFELL COLLEGE. Theatre: Designer / Stagecraft Instructor. Sir Wilfred Grenfell College invites applications for a tenure track position commencing September, 1991 (subject to budgetary approval) to teach Stagecraft and design production for the Department of Theatre in the School of Fine Arts. The successful candidate will teach a variety of courses in various areas of Stagecraft and Design, in the technical stream of a four year B.F.A. program. The candidate will also be responsible for designing some aspect of at least two major productions a year for the department's fully flexible courtyard style theatre. An M.F.A. or equivalent in Design is required. Salary and rank are dependent upon qualifications and experience. Candidates should have experience teaching at the post-secondary level. A substantial body of experience in the professional theatre is essential. Particular emphasis will be placed on Costume Design, Scenic Painting and Properties Design. A letter of application with a curriculum vitae and the names of three references should be sent to: Professor Ken Livingstone, Head, Department of Theatre, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, Nfld. A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

URBAN & ENVIRONMENTAL STUDIES

BROCK UNIVERSITY. Institute of Urban & Environmental Studies. Tenure track position at the assistant or associate professor level. Candidates should be capable of interdisciplinary instruction and research, including the traditional disciplines of the natural and social sciences. Demonstrated research record or commitment to the development of a strong research program. Experience in undergraduate teaching — duties may include undergraduate instruction in urban and environmental studies at the introductory level; advanced specialty courses in one or more of environmental impact assessment, pollution, management of living and nonliving resources, urban and regional planning, social services planning, international environmental issues, environmental ethics; sustainable environments, and human settlements policy; and supervision of honours thesis students. Ph.D. or equivalent combination of academic and professional experience. Salary commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer and is committed to positive action programmes, aimed at reducing gender imbalances in faculty; eligible women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Please send a c.v. and the names of three referees by 1991 February 28 to: Dr. Terry McGee, Director, Institute of Urban & Environmental Studies, Brock University, St. Catharines, Ontario, L2S 3A1; Fax (416) 682-9020

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN, Department of Veterinary Anatomy, Grass Anatomist. Applications are invited for a tenure track position at the Assistant or Associate Professor level at the Western College of Veterinary Medicine. The candidate must have either a DVM (or equivalent) with advanced training in an area related to anatomy, or a PhD degree in anatomy or related topic with a veterinary orientation. The duties include teaching veterinary gross anatomy in the professional curriculum and participating in other courses offered by the department. The successful applicant will be expected to develop an active research program, including graduate student training. Areas of research interest in the College include, but are not restricted to, studies of the musculoskeletal system, animal biomechanics, wildlife biology and pathology, reproductive biology, especially in ungulates, microbial biotechnology, epidemiology and toxicology. The University of Saskatchewan provides a stimulating research environment and is unusual in that its colleges include all of the health sciences, animal science, agriculture and engineering. Also located on campus are the Veterinary Pathology Laboratory, Migratory Bird Laboratory, NRC Plant Biotechnology Institute, and Saskatchewan Research Council, all of which provide opportunities for collaboration. Qualified applicants should submit a curriculum vitae, the names of three references and a statement of career goals, teaching experience and research interests to Dr. Hilary Clayton, Chair of Veterinary Anatomy Search Committee, Department of Veterinary Anatomy, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Sask. S7N 0W0, Canada (Phone no: (306) 966-7408). Applications should reach this office on or before January 31, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity.

UNIVERSITY OF GUELPH. OVSC Position in Ruminant Health Management. The Department of Population Medicine, Ontario Veterinary College, is accepting applications from persons wishing to pursue graduate training leading to the Doctor of Veterinary Science (DVSc) degree in Ruminant Health Management. Candidates must have a DVM or equivalent degree, a cumulative average of at least second class honours ('B' standing), be eligible to practise veterinary medicine in Ontario and have completed either a minimum of one year of clinical practice or an approved internship. The three year program provides training in applied health management as well as research. Approximately two-thirds of your time will involve clinical training in the Ruminant Field Service Clinic of the Veterinary Teaching Hospital. The DVSc degree requirements include eight graduate level courses. One third of the time will be spent on a research project related to health and productivity in a ruminant species. The successful candidate for this position will be supervised by a member of the Ruminant Health Management Group, Department of Population Medicine. The starting stipend is $25,153/year with incremental increases yearly. The closing date for applications is December 31, 1990 and the intended starting date is May 1, 1991. Subject to final budgetary approval. Qualified applicants should contact Dr. S. Wayne Martin, Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Telephone: (519) 824-4120. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified female Canadians, persons with disabilities, members of visible minorities and women.

VISUAL ARTS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, SIR WILFRED GRENFELL COLLEGE. Visual Arts, Studio. Sir Wilfred Grenfell College invites applications for a tenure track position in the Department of Visual Arts to commence in September, 1991 (subject to budgetary approval). The successful candidate will be responsible for teaching two-dimensional design and other undergraduate studio courses in the four-year Bachelor of Fine Arts degree programme. Candidates should have an M.F.A. degree or equivalent, exhibition record, teaching experience at the post-secondary level and a commitment to teaching excellence. The ability to work in several media and a knowledge of modern and traditional methods and theories are highly desirable. Rank and salary dependent upon qualifications and experience. A letter of application with a curriculum vitae, the names of three references and slides of recent work should be sent to Professor Michael Coyne, Head, Department of Visual Arts, Memorial University of Newfoundland, Sir Wilfred Grenfell College, Corner Brook, Nfld. A2H 6P9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

WOMEN'S STUDIES

TRENT UNIVERSITY: The Women's Studies Program invites applications for a tenure-track cross-appointed position at the level of Assistant Professor effective July 1 1991. Subject to budgetary approval, the position may be at the Associate Professor level. The position involves teaching, research, and administrative responsibilities in accordance with the University's Collective Agreement. Teaching duties will include involvement in two of the Women's Studies Program's interdisciplinary core courses: Introduction to Women's Studies, Feminist Theory, Feminist Praxis) and another course in the department/program to which the candidate will be cross-appointed. In addition to a commitment to teaching at the undergraduate level, and to research and publication, applicants will be expected to assist in course and program administration and development. A completed Ph.D. is strongly preferred. Letters of application, including two complete sets of curriculum vitae, sample publications, and names of three referees who have agreed to write on the applicant's behalf, should be sent to Dr. Joan Sangster, Chair, Women's Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Deadline for receipt of all materials, including letters of reference, is January 15, 1991. Trent University is an employment equity employer and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

TRENT UNIVERSITY: The Women's Studies Program invites applications for a one year limited term appointment at the level of Lecturer or Assistant Professor. The position involves teaching, research and administrative responsibilities in accordance with the University Collective Agreement. Teaching duties will include involvement in two of the Women's Studies core courses (Introduction to Women's Studies, Feminist Theory, Feminist Praxis) and a third course which may be cross-listed with another department/program. Candidates would have a Ph.D. or be near completion, and have teaching experience. Letters of application, including two complete sets of curriculum vitae, and the names of three referees who have agreed to write on the applicant's behalf, should be sent to Dr. Joan Sangster, Chair, Women's Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Deadline for receipt of all materials, including letters of reference, is January 15, 1991. Trent University is an employment equity employer and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY. Ruth Wynn Woodward Post-doctoral Fellowship in Women's Studies. Two one year post-doctoral fellowships equal in value to SSHRC Post-doctoral fellowships (24,648 in 1990) to begin in September, 1991. A research allowance of $5,000 is also included. Candidates must have a doctoral degree or equivalent in any area of the arts, humanities, social sciences or applied sciences. To apply, interested applicants must first write for further information to: The Co-ordinator, Women's Studies Program, Simon Fraser University, Burnaby, B.C., V5A 1S6; (604) 291-3593. The closing date for receipt of completed applications is January 15, 1991. In accordance with Canadian immigration requirements this advertisement is directed to people who are eligible for employment in Canada at the time of application. SFU offers equal employment opportunities to qualified applicants.

THE UNIVERSITY OF BRITISH COLUMBIA offers sabbatical fellowships as an integral part of the development of a Centre for Research in Women's Studies and Gender Relations. Scholars working in these areas and planning a sabbatical are encouraged to apply to spend their leave in affiliation with the Centre. The goal of the Centre will be to stimulate feminist research and to facilitate interchange of ideas and collaboration amongst scholars at U.B.C. and elsewhere. Successful applicants will receive a fellowship for the difference between their sabbatical salary and their regular salary (to a maximum of $20,000), as well as a research grant account (up to $10,000). Interested applicants should send curriculum vitae, a detailed statement of research plans for the sabbatical, copies of recent publications, and names of three referees to: Dr. Tannis MacBeth Williams, Chair, Provost's Advisory Committee on Women's Studies and Gender Relations, c/o Department of Psychology, U.B.C., Vancouver, B.C. V6T 1Y7. The closing date for receipt of applications is February 15, 1991. The University of British Columbia is committed to the Federal Government's employment equity programme and encourages applications from all qualified individuals.

UNIVERSITY OF WATERLOO, Women's Studies. Applications are being accepted for a full-time tenure-track position, beginning no later than July 1, 1991, in an academic department best suited to the qualifications of the successful applicant. Rank and salary will depend on the candidate's qualifications. Applicants must have a Ph.D. with proven or potential interdisciplinary studies, of feminist theory, and of the Canadian context as it relates to women is essential. Candidates from the humanities, social sciences, sciences and engineering are welcomed. Duties include research, teaching and administration, and a commitment to serve as Director of Women's Studies. Interested individuals should send a curriculum vitae, one example of their scholarly work, and the names of three referees to: Dr. C.A. Struthers, Chair, Women's Studies Advisory Board, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1. Closing date for receipt of applications is December 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities

ZOOLOGY

UNIVERSITY OF ALBERTA. Research Associate. This new trust-funded position is available May 1, 1991. Qualified applicants will have completed a Ph.D. degree prior to commencement of appointment. The successful candidate shall have research experience in physiological, biochemical, and ecological aspects of hibernation and hypothermia in mammals with particular emphasis on metabolic substrate mobilization and utilization, hemodynamics, acid-base regulation, and cellular calcium regulation. Responsibilities include designing and conducting original research and coordinating research projects by graduate students and technicians. Experience in computer-based data acquisition and programming will be a strong asset. Salary is $25,000 per annum plus fringe benefits. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. Please send application including curriculum vitae and names of three referees to Dr. Lawrence Wang, Department of Zoology, University of Alberta, Edmonton, Alberta T6G 2E9. The deadline of application is December 31, 1990

POSITION WANTED

CELLULAR IMMUNOLOGY / LEUKOCYTE BIOLOGY, Ph.D. Immunologist, 36, from Prague, Czechoslovakia, is looking for a tenure-track/clinical investigator position in cellular immunology and/or leukocyte biology. Author of 60 refereed papers and 2 CRC monographs. Research interests: macrophage differentiation; regulation of immune responses during ontogeny and phylogeny; genetic regulation of immune reactions; T-cell proliferation and maturation. For further information, please contact: Dr. Carolynn Pertcheski, Montreal General Hospital, Room 7113, 1650 Cedar Avenue, Montreal, Quebec H3G 1A4; Telephone (514) 934-8038.

ACCOMMODATION

VISITING TORONTO? Bed and Breakfast in our restored downtown home from $45.00 daily, no longer stays: furnished apt for 1-4 people, weekly rates: Ashleigh Heritage Home tel. (416) 535-4000.

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

La faculté d'Éducation de l'Université d'Ottawa recherche les services à exercice complet d'un

PROFESSEUR(E) EN SCIENCES DE L'ÉDUCATION

EXIGENCES:
1. Ph.D. dans le domaine spécifié.
2. Dossier actif de recherches pouvant permettre la direction de thèses aux 2e et 3e cycles.
3. Expérience en enseignement universitaire, connaissance du milieu de l'éducation en Ontario et en particulier de l'Ontario français là où ceci s'applique.

FONCTIONS:
1. Enseignement, surtout au 2e et 3e cycles mais aussi aux programmes de formation à l'enseignement.
2. Direction de thèses aux 2e et 3e cycles.
3. Recherches.
4. Participation aux activités universitaires.

POSTE

COUNSELLING ÉDUCATIONNEL
- Enseignement et recherches, 2e et 3e cycles dans les domaines du counselling de groupe, du choix vocationnel et de la planification de carrière.
- Attitré à être membre de l'École des Études Supérieures et de la Recherche.

RANG ET SALAIRE:
Selon les titres, les qualités, l'expérience en conformité avec le convention collective.

DATE D'ENTRÉE EN FONCTION: Le 1er juillet 1991

Conformément aux stipulations de la loi canadienne sur l'immigration, le poste est offert aux citoyens et aux résidents permanents du Canada.

L'Université a une politique d'équité en matière d'emploi.

Les postulants et postulentes doivent satisfaire aux exigences de bilinguisme (langues officielles) énoncées par l'Université d'Ottawa.

Pour plus de renseignements au sujet de l'un ou l'autre poste, on peut communiquer avec le professeur Bayne Logan, en composant (613) 564-3427.

Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des fins de références, avant le 11 janvier 1991 à l'adresse qui suit:

Le doyen Louis-Gabriel Bordeleau
Faculté d'éducation
Université d'Ottawa
145, Jean-Jacques Lussier
Ottawa (Ontario)
K1N 6N5

Noticeboard

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS at QUEEN'S UNIVERSITY announces the release of its annual collection of articles on current issues affecting Canadian federalism Canada. The State of the Federation 1990, edited by Ronald L. Watts and Douglas M Brown, contains nine original essays on a variety of subjects surrounding Canadian politics today by such leading commentators as Richard Simeon, Pierre Fournier, Alan Cairns, Howard Leeson, Richard Bird and Michael Adams. Price $17.00 per copy. Contact: The Institute of Intergovernmental Relations, Queens University, Kingston, Ont. K7L 3N6; Phone: (613) 545-2080, FAX. (613) 545-6606.

CALL FOR PAPERS: The Canadian Journal of Education is planning a special issue on feminist pedagogy to be published in 1992. Submissions are invited from persons working in the foundational research areas of history, sociology, philosophy and history or in interdisciplinary fields such as curriculum studies, women's studies, policy studies, and administrative studies. We are especially interested in articles that move beyond the experiential to theorize feminist pedagogy and to situate it theoretically in relation to critical pedagogy, progressive education, popular education, and feminist theory. Contact: Linda Briskin (York) / Rebecca Coulter (Memorial), Guest Editors of Special Issue on Feminist Pedagogy, c/o Canadian Journal of Education, Faculty of Education, University of Manitoba, 400 Education Building, 2125 Main Mall, Vancouver, B.C. V6T 1Z5

CALL FOR PAPERS: The Centre for Nuclear Science Technigues of the University of Neiroki, Kenya, invites all interested scholars in Canada to submit research papers for publication in the Journal of Biochemicalphysics. The Journal of Biochemicalphysics is aimed at rapid processing and publication of papers dealing with biology, chemistry, physics, applied sciences and other related disciplines of science. Submitted papers must be original and must have been published nowhere elsewhere Review papers are also acceptable. For further information and rules regarding write-up of manuscripts, contact the Editor-in-Chief, Mbatya, 1701 Meadowbrook Road, Gloucester, Ont. K1B 4W6; tel: (613) 741-7003

PUBLICATION: 1990 Editions, spiral bound: Industrial Relations Legislation in Canada (CCG-P Code 022501) — A review of the federal and provincial legislation of general application governing collective bargaining in the private sector — Covers major provisions such as those on certification of trade unions, governmental intervention during unsuccessful negotiations, conditions for legal strikes, strike replacements, check-off of union dues, and provisions having to do with essential services and technological change. Employment Standards Legislation in Canada (CCG-P Code 022401) — An historical report on minimum employment standards for the private sector established by federal, provincial and territorial legislation — Contains analytical tables and charts on topics such as the statutory school-leaving age, the minimum age for employment, minimum wage, equal pay, parental leave, hours of work and overtime pay, weekly rest-day, annual vacation with pay, general holidays, termination of employment, and recovery of unpaid wages. Copies of these publications will be available in mid-January 1991. Price $24.95 each (plus shipping & handling charges if ordered through the mail). Contact: Canada Communication Group — Publishing, Ottawa, Ont. K1A 0S9; FAX: (819) 994-1498, Tel: (819) 956-4802; Credit Card: (819) 956-4801

CANADIAN SOCIETY OF MICROBIOLOGISTS — 41st. Annual Meeting, 7 June, 1991, University of Western Ontario. Contact: Dr. Miguel Valvano, Dept of Microbiology & Immunology, University of Western Ontario, London, Ont. N6A 5C1, or Dr. Charles Trick, Dept. of Plant Sciences, University of Western Ontario, London, Ont. N6A 5B7

CALL FOR PAPERS. Organizers for the 5th Conference on Social Welfare Policy, to be held at Bishop's University, August 25-28, 1991, invite proposals for papers on topics related to the following themes: "Political Economy in Transition", "New Faces of Poverty", and "Social Policy". Each proposal should include a title, a summary (about 300 words) of the argument of the paper and of the method of analysis. Proposals shall be received. The deadline for submission of proposals is January 15, 1991. Papers must be completed by June 1. Send to: Convenor, 5th Conference on Social Welfare Policy, Bishop's University, Lennoxville Quebec J1M 1Z7; tel. (819) 822-9600; Fax (819) 822-9661

CONFERENCE ON CANADIAN STUDIES, sponsored by St John's College, The University of Manitoba, February 28, March 1 — 2, 1991. Theme. Twenty Years of Multi-culturalism: Successes and Failures. The Conference will include regular sessions and panels. For further information, contact Dr. Stella Hryniuk, 222 St. John's College, The University of Manitoba, 400 Dysart Road, Winnipeg, Manitoba, R3T 2M5; (204) 474-8101 or (204) 474-8531

INTERNATIONAL SOCIETY FOR RESEARCH ON AGGRESSION, VI EUROPEAN CONFERENCE, June 23-28, 1991, Jerusalem, Israel. Information. Mrs. Sara Sher, Coordinator of Scientific Conferences, Division for Development and Public Relations, The Hebrew University of Jerusalem, Mount Scopus, Jerusalem 91905, Israel. Phone: 972-2-882617, Fax 972-2-322556.

THE INTERNATIONAL ASSOCIATION FOR UNITED NATIONS AND PEACE

AFFAIRS CONFERENCE on "the Global Environment: Interdependence in the 1990s" (ICUNP IV). Contact: Professor S Layal, Department of Political Science, University of Regina, Regina, Sask., S4S 0A2, Canada. Telephone (306) 585-4202, Fax (306) 585-4780. Conference to be held in Stockton, California, U.S.A (University of the Pacific — 60 miles east of San Francisco), April 18-20, 1991.

13TH CANADIAN CONGRESS OF APPLIED MECHANICS, Winnipeg, Manitoba, June 2-6, 1991. General information may be obtained from The Secretary, CANCAM '91, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.

APPEL DE COMMUNICATIONS. Dans le cadre du 5e Congrès de la politique sociale, qui se tiendra à l'Université Bishop du 25 au 28 août 1991, nous vous invitons à présenter des projets de communication ayant rapport aux thèmes suivants: Nouvel échquier de l'économie politique"; "Nouveaux visages de la pauvreté"; et Domaines clotes". Chaque projet doit comprendre un titre, un résumé et un résumé de la thèse et de la démarche méthodologique (environ 300 mots). Un comité d'examen jugera du mérite de chaque projet. Les projets doivent être présentés le 15 janvier 1991. Les articles doivent être remis le 1er juin. Faire parvenir au: Président, 5e Congrès de la politique sociale, Université Bishop's, Lennoxville, Québec J1M 1Z7; tél: (819) 822-9600; télécopieur: (819) 822-9661

FINLAY TRAVEL'S

FINLAY TRAVEL LIMITED
P.O. Box 433, 2 First Canadian Place
Suite 2360, Exchange Tower
Toronto, Ontario M5X 1E3
Telephone (416) 366-9771 Telex 06-22912

OUR RESOLUTION 1991 - REDUCE FARES!!

FUEL SURCHARGES - INTERNATIONAL.

Air Canada have announced proposed increases up to 13% (2 separate increases 4% and 9%) by December 10th, 1990 — so everything points to early ticketing to avoid these probably necessary but annoying surcharges. Other carriers likely to match. Solution? — Book and ticket early —; for our part we are looking for ways to keep fares in line — each and every booking is looked at 2 or 3 times and options-date change and routings will be suggested if savings can be derived.

You will find this month's offerings concentrating on fares. Conditions and restrictions do apply and these will be conveyed to you at time of booking or by 'RAPID QUOTE'. If you have FAX please give our counsellor the number at time of initial request. BOOK AND TICKET EARLY — AVOID SURCHARGES. AS OUR CAPTION STATES, WE ARE MAKING OUR 1991 RESOLUTION TO REDUCE FARES!

Christmas fast approaching — and may we wish all of you Happy Holidays and a Prosperous New Year 1991. A very sincere thank you for all your support, commendations and helpful suggestions during the past year.

Gordon Finlay, President.

OUR 40TH YEAR OF OPERATION — OUT 30TH YEAR OF SERVICE TO C.A.U.T./A.C.P.U.

OUR BARGAIN FARES TO EUROPE

FROM: TORONTO

To:	LONDON	From: $614.00 to $921.00
To:	AMSTERDAM	From: $647.00 to $941.00
To:	BERLIN	From: $794.00 to $1077.00
To:	FRANKFURT	From: $726.00 to $1014.00
To:	PARIS	From: $654.00 to $932.00
To:	ZURICH	From: $768.00 to $1054.00
To:	PRAGUE	From: $926.00 to $1162.00
To:	BUDAPEST	From: $912.00 to $1151.00
To:	MOSCOW/LENINGRAD	From: $1092.00 to $1319.00

Ask about our attractive fares from all other Canadian points East and West of Toronto.

• BOOKING CONDITIONS & RESTRICTIONS APPLY. • ALL FARES AND CONDITIONS — SUBJECT TO CHANGE and may be withdrawn anytime.

CALL: (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 11/90

OUR GREAT ONE-WAYS

FROM: TORONTO

To:	London	From: $399.00
To:	Paris	From: $468.00
To:	Brisbane/Sydney/Melbourne/ Auckland via Hong Kong	From: $1205.00 to $1305.00
To:	Perth via Hong Kong	From: $1270.00 to $1360.00
To:	Bangkok	From: $995.00 to $1136.00
To:	Hong Kong	From: $945.00 to $1072.00
To:	Jakarta	From: $1114.00 to $1258.00
To:	Singapore	From: $1037.00 to $1172.00

Ask about our attractive fares from all other Canadian points East and West of Toronto.

• BOOKING CONDITIONS & RESTRICTIONS APPLY. • ALL FARES AND CONDITIONS — SUBJECT TO CHANGE and may be withdrawn anytime.

CALL: (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 11/90

OUR AFRICA

FROM: TORONTO

To:	CAIRO	From: $1320.00
To:	NAIROBI	From: $1815.00
To:	DAR ES SALAAM / LILONGWE	From: $2024.00
To:	ACCRA	From: $1804.00

All airfares are return low season rates.

Ask about our attractive fares from all other Canadian points East and West of Toronto.

• BOOKING CONDITIONS & RESTRICTIONS APPLY. • ALL FARES AND CONDITIONS — SUBJECT TO CHANGE and may be withdrawn anytime.

CALL: (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 11/90

ATLANTIC WINTER SEAT SALE

Trans-Atlantic Winter Seat Sale is still in effect until March 20, 1991 (Christmas and New Year blackout periods apply). Call us for details.

OUR FARES TO THE ORIENT

FROM TORONTO:

To:	Bangkok	From $1478.00 to $1699.00
	Hong Kong	From $1389.00 to $1589.00
	Singapore	From $1549.00 to $1752.00
	Jakarta	From $1663.00 to $1886.00

Ask about our attractive fares from all other Canadian points East and West of Toronto.

• BOOKING CONDITIONS & RESTRICTIONS APPLY
• ALL FARES AND CONDITIONS — SUBJECT TO CHANGE and may be withdrawn anytime.

Thai

CALL (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 11/90

OUR EUROPEAN SABBATICAL FLIGHT PROGRAMME
VALID UP TO ONE YEAR

Fares range from Low Season to High Season

To:	LONDON	
From:	St. John's/Halifax/Montreal/Ottawa/Toronto	$1009.00 — $1271.00
	Winnipeg	$1194.00 — $1456.00
	Edmonton/Calgary/Regina/Saskatoon	$1261.00 — $1524.00
	Vancouver	$1335.00 — $1596.00
To:	PARIS	
From:	Montreal	$846.00 — $1076.00
	Toronto	$918.00 — $1147.00
	Winnipeg	$1049.00 — $1282.00
	Calgary/Edmonton/Regina/Saskatoon	$1116.00 — $1350.00
	Vancouver	$1189.00 — $1422.00
To:	FRANKFURT	
From:	Toronto	$955.00 — $1227.00
	Winnipeg	$1137.00 — $1409.00
	Calgary/Edmonton/Regina/Saskatoon	$1203.00 — $1475.00
	Vancouver	$1274.00 — $1547.00
To:	ZURICH	
From:	Toronto	$888.00 — $1135.00
	Winnipeg	$1031.00 — $1278.00
	Calgary/Edmonton/Regina/Saskatoon	$1064.00 — $1311.00
	Vancouver	$1069.00 — $1317.00
To:	AMSTERDAM	
From:	Halifax	$1155.00 — $1280.50
	Montreal	$1248.00 — $1373.50
	Toronto	$1304.50 — $1456.00
	Calgary	$1653.50 — $1797.50
	Vancouver	$1743.50 — $1900.50

BOOKING CONDITIONS

Advance booking:	— at least 21 days in advance, earlier to avoid disappointment.
Payments:	— deposit of $150.00 within 7 days of making reservation. — final payment, and ticketing, at least 21 days prior to departure.
Minimum stay:	— 7 days.
Maximum stay:	— 1 year.
Cancellation penalty:	— $150.00 per person.
Cancellation insurance:	— $20.50 - $24.50 per person (medical reasons only).

ADMINISTRATION FEE - PAYMENT BY CHEQUE OR MONEY ORDER ONLY:
London/Paris/Frankfurt/Zurich: $75.00 per person $50.00 per child

ALL FARES ARE SUBJECT TO CHANGE WITHOUT NOTICE, AND MAY BE WITHDRAWN AT ANY TIME.

Not included in the above quoted fares, $19.00 Canadian Transportation Tax ($40.00 effective January 1, 1991) Children's fares available upon request (ages 2-11 years inclusive).

CALL (416) 366-9771

FAX 366-1005

Booking and full payment received in December, save $75.00 per adult. Administration fee will be waived.

Our South Pacific Fares

From: Vancouver

	APEX FARE Low	APEX FARE Shoulder	APEX FARE High	EXCURSION FARE Low	EXCURSION FARE Shoulder	EXCURSION FARE High	SUPER - APEX FARE Low	SUPER - APEX FARE Shoulder	SUPER - APEX FARE High
SYDNEY /BRISBANE / MELBOURNE /CAIRNS	$ 1737	$ 2006	$ 2246	$ 1938	$ 2207	$ 2447	$ 1466	$ 1737	$ 2046
ADELAIDE / HOBART	$ 1938	$ 2206	$ 2447	$ 2139	$ 2407	$ 2648	$ 1666	$ 1937	$ 2245
PERTH	$ 2139	$ 2407	$ 2648	$ 2340	$ 2609	$ 2849	$ 1867	$ 2139	$ 2447
AUCKLAND	$ 1569	$ 1837	$ 2079	$ 1770	$ 2039	$ 2279	$ 1298	$ 1569	$ 1877
WELLINGTON	$ 1636	$ 1904	$ 2146	$ 1837	$ 2105	$ 2347	$ 1365	$ 1636	$ 1943
CHRISTCHURCH	$ 1656	$ 1837	$ 2165	$ 1856	$ 2125	$ 2366	$ 1384	$ 1656	$ 1964

SEASONALITY: LOW : May - August SHOULDER: March, April, September - November HIGH: December - February

ADD ON FROM OTHER CITIES IN CANADA:

Calgary	$ 130.00	Winnipeg	$250.00
Edmonton	$150.00	Montreal/Ottawa	$ 370.00
Regina/Saskatoon	$ 230.00	Toronto/London	$ 350.00
St. John's Nfld.	$580.00		
Halifax/Moncton/Fredericton	$420.00		

• BOOKING CONDITIONS & RESTRICTIONS APPLY

E. & O.E. 11/90

Call: (416) 366-9771 Fax: (416) 366-1005

PURCHASE ORDERS

We are quite happy to accept University purchase orders. Just advise us at the time of booking and forward number and contact in due course.

FINLAY TRAVEL
Suite 2360, Exchange Tower, P.O. Box 433
2 First Canadian Place, Toronto, Ontario M5X 1E3
Tel: (416) 366-9771
A FULL SERVICE AGENCY

(416) 366-9771 Fax (416) 366-1005 Whenever possible.
Reservations Only Toll-Free 1-800-268-8577
Nous offrons aussi un service en français si vous le désirez

QUALITY, VALUE AND SERVICE UNSURPASSED.

Fares subject to change. Any or all of the above offerings may be withdrawn at anytime.